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ABSTRACT

A project was conducted in the metropolitan Kansas City community to assess the current state of child care needs of working parents. One project goal was to provide employers with information to help them make decisions about how much responsibility to assume for child care and which employee policies to pursue. A second goal was to assess the amount of child care available in metropolitan areas to determine where additional resources were currently needed. Related objectives were to (1) survey employees to ascertain their current child care situations to provide better information for corporate decisions about child care; (2) develop corporate research profiles to assist in the development of child care and family management options for parent employees; (3) construct neighborhood profiles to describe the current supply of and demand for child care; (4) obtain current information on the number and location of child care homes, child care centers, and the number and ages of children served by the child care market; and (5) coordinate metropolitan-wide child care information and referral resources. Due to the project, more than 10 companies expressed interest in signing contracts with Family and Children Services of Kansas City, Inc., for child care services. Several tables are provided. The appendices, which comprise two-thirds of the document, include employer surveys, a sample employer profile, a sample neighborhood profile, child care survey comparing home and center care, and numerous charts (e.g., one illustrating absenteeism related to type of child care arrangement). (RH)

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METROPOLITAN

Child Care Project

FINAL REPORT

by Sue Vartuli, Ph.D. and Shirley Stubbs

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This study was patterned after a study completed in Portland, Ore., by Arthur Emlen titled "Employer-Based Child Care Information." I want to thank Dr. Emlen for his consultation and encouragement.

I also want to express my appreciation to the 21 companies and agencies and more than 8,000 employees who participated in the employer survey. I am grateful to the 19 volunteers who helped complete the telephone surveys of available child care resources and the some 800 child care providers who took the time to respond to our queries.

Finally, no one person can complete a project of this magnitude without help and assistance. I am indebted to the project staff, Shirley Stubbs, Mark Seever and Jane McClain, for their loyalty and dedication to this project.

INTRODUCTION

During the past two years, a project was conducted in the metropolitan Kansas City community to assess and examine the current status of child care needs of working parents. The project was designed to involve the entire Kansas City community including businesses, social agencies, educational institutions, private institutions and organizations. The process of collecting data and working with the corporate community was patterned after a study completed in Portland, Ore., by Dr. Arthur Emlen. The process of involving and activating the community was unique to this project. In this final report a description of the project will be shared to help other communities in their efforts to unite community resources to resolve family management problems.

This project was co-sponsored by the UMKC School of Education and Family and Children Services of Kansas City Inc. The university bore the major responsibilities of the grant in conducting the research. The project coordinator assisted in the research process, helped disseminate information to the community and utilized the information to develop needed child care services. The project coordinator was the link between the co-sponsors of the grant and is applying the research results in the development of new family management/assistance programs in the Kansas City area.

NEED AND PURPOSE OF THE STUDY

Child care is a critical social issue, and employers are becoming more aware of how family concerns must be addressed to decrease turnover and increase productivity in the workplace. The child care issue cannot be ignored, because more than half of the country's children under age

six have working mothers. Only 7 percent of all American households conform to the stereotype of a middle-class family--working father, homemaking wife with two children. With such a large percentage of women in the workforce, child care resources and responsibilities become a major community concern.

Social conditions are optimal for a growth trend of corporate involvement in assisting employees with their child care and family management plans. The dual-career family has become predominate, with 60 percent of all American families now in this category. The number of single-parent families has doubled in the past decade and is on the rise.

As the composition of the work force reflects an ever-increasing number of working women, child care services are becoming parents' highest priority. The Bureau of Labor Statistics shows that 15 million children age 13 and younger live in homes where both parents work. In addition, more than four million women and half a million men who work are single parents and heads of households with children (Kansas City Star, 8/28/83). It is estimated that 64 percent of all children under 5 are in day care sometime during the first five years. Kansas City families seem to follow the national trend. In the seven-county Kansas City metropolitan area, more than 34,000 working women have children younger than 18 and are heads of households (U.S. Census Bureau). In 1980 the Working Parents Project, a study of 302 Kansas City working parents and their child care arrangements made the following summary statements:

1. It is estimated that working parents in the Kansas City area spend more than $640,000 per week on child care; 80 percent of this money is spent on care for preschoolers. (Nationally

the average family spends 10 percent of their budget on child care. Child care expenses is the fourth largest budget item for families with children.)

2. Forty-six percent of mothers of preschool children returned to work within three months of the birth of their most recent child.
3. There was a lack of infant and school age child care resources in the area.

Employers are also beginning to pay serious attention to child care issues and the relationship between child care benefits and reductions in absenteeism, tardiness and turnover, inducements to recruitment, improvements in morale and reductions in stress. Employers need to see child care issues as family issues and be aware of the demands of parenting on their employees. The Working Parents Project surveying 141 supervisors of working parents in the Kansas City area found that:

1. Working parents spend an average of one work day per month on child care activities.
2. Parenting by telephone is the most constant daily activity.
3. Late arrival, early departure and absenteeism are widespread effects of employee problems with child care arrangements.
4. Finding last-minute child care when regular arrangements fail is difficult for 8 percent of working parents. Working parents say the easiest solution to last minute care is to stay at home.

Although the corporate community received general information about

the needs of working parents in the Working Parents Project, corporate leaders needed to have more specific, personalized information. The work and family issues had to be presented in terms of the individual corporation's self-interest.

Employers must receive objective information about the relationship of child care needs to the work of their employees, because there is a great deal of controversy about the nature and extent of employee need. The controversy about the employer's responsibilities for child care is reflected in employees' opinions. The following comments were made by employees of local companies and illustrate the diversity of opinion that exists.

- My wife and I believe strongly in the value of a mother's working at home to raise children. We see that as a role given to married women by the Lord. Based on that conviction, it is unlikely we would take advantage of employer- or government-provided day-care programs. We believe parents can best communicate love, values and useful training to children in person, rather than through the proxy of a day-care center or babysitter. Thanks for asking.

- Our society stresses the family to be close, but yet employers are not flexible to allow this. Ideally, I would love to work only 4 days a week but would have to give up full-time status, insurance (dental/med), retirement, sick leave, vacation., etc. If we want to be so family oriented, why can't the nation's work week consist of 4 days leaving 3 for family. A dream!

- Am highly in support of my company having their own child care center.

- We are expecting children soon and would be interested in seeing our employers offer child care as a benefit.

- I believe married mothers should stay at home and raise their children. We do not and never have had any child care problems, because my wife has been home with our children all their lives.

- I would support my company providing an on-site day care center for employees but only if they were charged the full cost of the operation. The profit sharing of all employees should therefore not be impacted by such a benefit.

Employers are confronted with conflicting opinions, and they need objective information to help them make decisions concerning how much responsibility to assume or which policies to pursue.

When companies consider child care, they need a rationale for involvement, a guide to the important information to consider, knowledge of alternative approaches, a process for gathering and synthesizing pertinent data for decision making, and a relatively inexpensive entry point with decreased exposure and a maximum return on the employee dollar.

With the advent of increasingly larger numbers of women in the workforce, child care resources and responsibilities have become a major community concern. Community leaders, as well as corporate executives, need objective information about the relationship of current child care resources to the child care demands of working parents. Once the community is presented data on the nature and extent of child care problems of working parents, community leaders can make decisions on how best to remedy these critical social issues.

GOALS AND OBJECTIVES

The project had two main goals and five objectives. One goal was to provide employers with information so they might more easily decide on how much responsibility for child care to assume and which employee policies to pursue. The second goal was to assess, by geographic regions, the amount of child care available in the metropolitan area to

determine where additional resources are currently needed. One of the strengths of this project was that the findings of the research would be used to develop resources within the community. The following five objectives of the project reflect this progression from research to development of services. In describing the project, activities for each objective will be detailed below:

Objective 1. To survey employees to ascertain their current child care situations to provide better information for corporate decisions about child care.

Objective 2. To develop corporate research profiles to assist Kansas City employees in developing child care and family management options for parent employees.

Objective 3. To construct neighborhood profiles, utilizing the employee survey data to relate market insufficiencies, and current supply of and demand for child care.

Objective 4. To obtain current information on the number and location of child care homes, child care centers and the number and ages of children served by the child care market.

Objective 5. To coordinate metropolitanwide child care information and referral resources to supply the general public, corporations and working parents' child care needs.

EMPLOYEE SURVEY

Objective 1. To survey employees to ascertain their current child care situations to provide better information for corporate decisions about child care.

In order to recruit the corporations to participate in the study, a

meeting was held to explain the study to executive officers and personnel managers. Over 350 invitations were sent out and 65 people representing 42 organizations attended. (Sample invitations and letters are included in Appendix A). One of the most prominent companies in the Kansas City community agreed to host the function.

Of the 42 organizations attending the meeting 31 expressed an interest in participating in the study. Representatives filled out a form indicating interest level and level of participation. Nineteen agencies, companies or institutions were selected to represent a broad cross section of occupations, income levels and geographic locations in the greater Kansas City area. The sample represented social service agencies, colleges, banks, hospitals, retail concerns, public agencies, city governments, service industries and manufacturing concerns. A special effort was made to survey as diverse a population as possible. One company and a city government paid, at cost, to participate in the study and receive results of their employee's survey. The following 21 agencies or companies participated in the study.

Companies

Business Men's Assurance Company of America
Bethany Medical Center
Burger King Restaurants
City of Kansas City, Missouri*
City of Lee's Summit, Missouri
Commercial Union Insurance Companies
Federal Reserve Bank
Hallmark Cards Incorporated

Social Service Agencies

Family and Children Services of Kansas City
Wyandotte Family & Children
Jewish Family & Children Services
YWCA
Heart of America United Way

*Data from the City of Kansas City, Missouri was collected six months after the initial data collection and therefore is not included in this report.

H & R Block
Independence Sanitarium
Kansas City Missouri Public Library
The Kansas City Star
Mobay Chemical Corporation
Park College
Sears Roebuck and Company,
  Catalogue Distribution Center
Yellow Freight System Inc.

The principal survey instrument was a four-page questionnaire designed by Arthur Emlen and adapted (with permission) for use in the Kansas City study. The instrument focused on the interdependence between and reciprocal effects upon the family, child care and the workplace. The survey asked about current child care arrangements and absenteeism within a designated four-week period, thereby obtaining a time sample of employee's lives. It provides a realistic picture of the demand for and difficulties involved in managing child care.

The survey was distributed to all employees at the selected work sites by a distribution and collection system designed to fit the peculiar needs of company or agency. The researcher/project director and the project coordinator visited each site, explained the process and set up individualized procedures to collect surveys. Some companies sent the surveys out with pay checks; others had floor managers distribute them. A few companies mailed their surveys back and some had boxes conveniently located for employees to drop off. (A copy of the survey and letter is included in Appendix B). The project coordinator delivered and collected the surveys, keeping in close communication with each company representative. Employees completed the surveys anonymously and returned them in sealed envelopes to the UMKC School of Education either through company collection points or through the mail. The overall response rate

was 49 percent; but in several companies, the return rate exceeded 75 percent. The surveys from employees included many comments even though the survey did not request or allow much room for written comments.

The data for the sample used in the analysis were carefully prepared. All replies were screened, verified and key punched by a reliable firm. Errors were recorded and the cleaned file subjected to double checking through analysis. Each participating company was contacted during the data cleaning, key punching, analysis phase. The project coordinator updated company representatives on the progress of the study and made resources available for companies to examine child care benefit options. For example, the video from the Women's Bureau and current books on corporate child care were made available.

Of the 8,083 employees who responded to the survey, 62 percent were women, and 45 percent had children under the age of 18. Of the employees, 11 percent were non-white; 26 percent had individual incomes of $30,000 or more; 63 percent had family incomes of $30,000 or more; 52 percent reported they were married; 10 percent were divorced; and 22 percent were single. Of those employees who were parents, 7 percent of the women and 3 percent of the men were single; 16 percent of the women and 3 percent of the men were divorced. Twenty-two percent of the respondents indicated they had flexible hours, 85 percent worked during the day. Employees surveyed worked a mean of 39.9 hours per week and 4.9 days per week. When asked if their spouse worked outside the home, 66 percent responded affirmatively.

A profile of the working mother completing the survey shows that 19 percent were non-white; 39 percent had professional or management positions; 61 percent held sales, clerical or service occupations; 90 percent worked full time; 88 percent worked a day shift; 59 percent had individual incomes between $15,000 and $30,000; and 62 percent had family incomes over $30,000. The female employees with children spent an average of 27 minutes in traveling one way to work. Full sample characteristics are shown in Table 1.

TABLE 1
EMPLOYEE CHARACTERISTICS

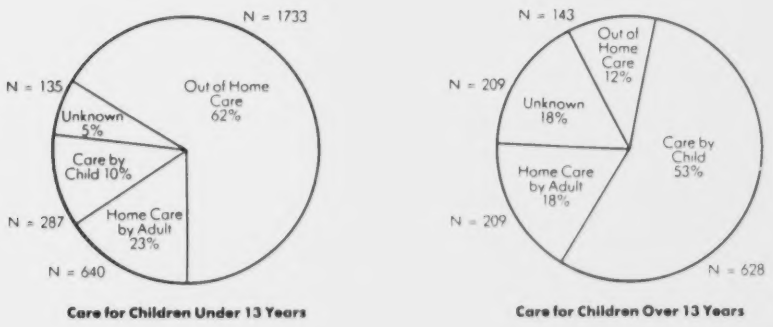
	Men without Children (n=1,506)	Women without Children (n=2,940)	Men with Children (n=1,497)	Women with Children (n=2,109)	All Employees (n=8,083)
MEAN AGE	39.29	35.69	36.82	33.48	36.01
% NON-WHITE	8%	10%	6%	19%	11%
PERSONAL INCOME					
% < $15,000	10%	27%	4%	29%	20%
% $15-30,000	43%	61%	37%	59%	53%
% > $30,000	47%	12%	59%	12%	27%
FAMILY INCOME					
% < $15,000	6%	11%	2%	8%	7%
% $15-30,000	25%	38%	18%	30%	30%
% > $30,000	69%	51%	80%	62%	63%
MARITAL STATUS					
% Single	31%	38%	3%	7%	22%
% Married	59%	47%	94%	73%	65%
% Spouse Employed	55%	65%	59%	82%	66%
% Spouse Unemployed	45%	35%	41%	18%	34%
% Divorced	8%	10%	3%	16%	10%
% Separated	1%	1%	.5%	3%	1%
% Spouse Deceased	.8%	3%	.1%	1%	2%
% MANAGEMENT - PROFESSIONAL	67%	44%	69%	39%	52%
JOB STATUS					
% Full-time	97%	93%	99%	90%	94%
% Flex-time	24%	20%	22%	22%	22%
% Day shift	79%	88%	80%	88%	85%
MEAN TRAVEL TIME (minutes)	24.92	24.78	28.68	27.09	26.15
MALES	(n = 3,003)				
FEMALES	(n = 5,049)				
EMPLOYEES WITH CHILDREN	(n = 3,620)	45%			
EMPLOYEES WITHOUT CHILDREN	(n = 4,463)	55%			

FINDINGS

Type of Child Care Arranged by Employed Parents

Families frequently reported that they used combinations of arrangements to meet their child care needs. For example, one employee with an employed spouse and two children places her 4-year-old in a preschool three times a week and in a day care home with his 12-month-old sibling the rest of the time. The grandmother transports the preschooler to and from school and cares for the children after 5 p.m. or in emergency situations. The average number of arrangements per family with children under 13 in the study is 1.2. Table 2 shows the extent to which each type of arrangement is used, broken down by age of child. The seven types of child care arrangements included in the survey were reduced to three categories for ease of classification and analysis. (See Composite data Appendix C, Tables 8 and 9)

TABLE 2
TYPE OF CHILD CARE, BY AGE OF CHILD



1. Child care at home by an adult

Forty-nine percent of employed men and 17 percent of employed women use care at home by an adult. The other parent or spouse provides the care most frequently; and to a lesser extent, another adult living in the home provides the child care. Sixty-one percent of the employees who have someone come into the home pay a fee, and 6 percent exchange,

trade or barter for care. Of the three types of care parents elected, cost of care by an adult not living in the home proved to be the highest. For a 40-hour week, parents paid an average of $78.58. Twenty-seven percent of the children under 5 are cared for by an adult not living in the home.

2. Out-of-home care

This type of child care arrangement includes family day care, centers and care by relatives in the relative's home. Thirty-four percent of the men and 63 percent of the women employees use out-of-home care. Three percent of center care arrangements and 16 percent of care arrangements in someone else's home are obtained by exchange, trade or barter. The cost of full-time care for a 40 hour work week was calculated by dividing the mean cost by the mean number of hours of care and multiplying by 40 hours. Family day care was reported to cost $45.51 a week, whereas center-based care cost $54.28 a week.

The location of 71 percent of day care home sites and 64 percent of the centers used are within two miles of home; 8 percent of the former and 16 percent of the latter are within a mile of work. Parents seem to select care sites closest to their homes. Twenty-eight percent of the parents reported extra travel time to work was required because of child care. The average extra time was 22.53 minutes.

3. Care by child

Children who are watched by older brothers and sisters or who look after themselves are included in this category. Twenty-four percent of the men and 32 percent of the women employees use this type of care. Sixty percent of the employees with children between 14 and 18 years old use this type of care for their children. Generally speaking, most parents are satisfied with their child care arrangements. Parents seem

least satisfied when children have to care for themselves or be cared for by another sibling. See Table 3 for parental satisfaction rates.

TABLE 3
PARENTAL SATISFACTION OF CHILD CARE
BY SEX, TYPE OF CHILD CARE, PERSONAL AND FAMILY INCOME

Number	Mean Satisfaction	Sex	Type of Care for Children Under 13	Personal Income	Family Income
163	1.5	Male	Home Care	Under $30,000	Under $30,000
38	1.5	Male	Home Care	Under $30,000	Over $30,000
325	1.3	Male	Home Care	Over $30,000	Over $30,000
24	1.9	Male	Care by Child	Under $30,000	Under $30,000
72	2.1	Male	Care by Child	Under $30,000	Over $30,000
181	1.9	Male	Care by Child	Under $30,000	Under $30,000
103	1.9	Male	Out of Home	Under $30,000	Under $30,000
178	1.7	Male	Out of Home	Under $30,000	Over $30,000
210	1.6	Male	Out of Home	Over $30,000	Over $30,000
78	1.9	Female	Home Care	Under $30,000	Under $30,000
90	1.6	Female	Home Care	Under $30,000	Over $30,000
21	1.6	Female	Home Care	Over $30,000	Over $30,000
175	2.5	Female	Care by Child	Under $30,000	Under $30,000
213	2.1	Female	Care by Child	Under $30,000	Over $30,000
55	2.2	Female	Care by Child	Over $30,000	Over $30,000
453	1.8	Female	Out of Home	Under $30,000	Under $30,000
602	1.8	Female	Out of Home	Under $30,000	Over $30,000
128	1.9	Female	Out of Home	Over $30,000	Over $30,000

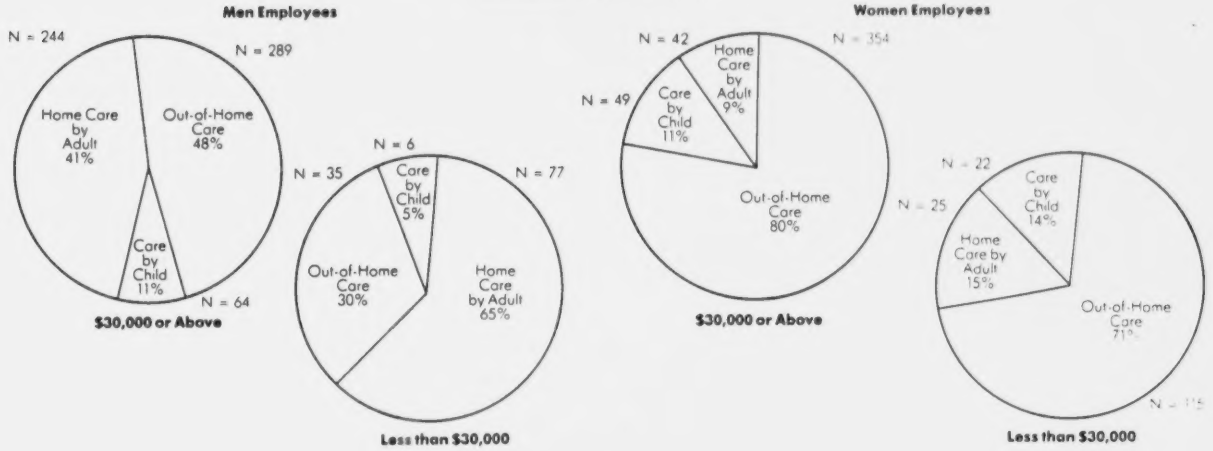
Selection of Child Care by Occupation and Income

The child care arrangements of women in managerial or professional positions do not substantially differ from women in non-management positions, and this finding does not seem to be related to income level. Forty-one percent of male employees in management positions with family incomes $30,000 and above selected home care by an adult whereas only 30 percent of the male employees in non-management positions with family incomes of $30,000 and above selected home care by an adult. This difference can best be explained, perhaps, by assuming that a greater percentage of the men in non-management positions have working wives, who would not be available to care for the child at home during the day. This supposition is supported by the otherwise curious fact that among male employees in non-management positions 12 percent of the men with higher incomes used more self-care by child and 22 percent less home care

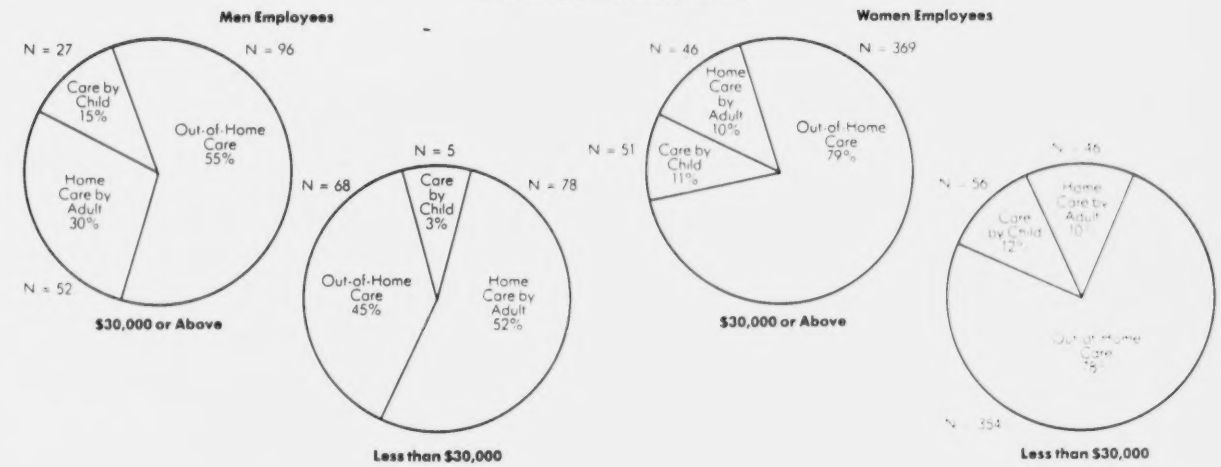
by an adult than men with lower incomes. As shown in Table 4, the patterns of child care arrangements for the male employees differs only by income not occupation. It could be that since a majority of executive wives are financially able to stay home with their children, corporate leaders are not aware of the existing child care problems.

TABLE 4
TYPE OF CHILD CARE USED FOR CHILDREN UNDER THIRTEEN
BY LEVEL OF FAMILY INCOME,
OCCUPATION AND SEX OF EMPLOYEE

MANAGEMENT OCCUPATIONS



NON-MANAGEMENT OCCUPATIONS



DIFFICULTIES RELATED TO CHILD CARE

Combining Work and Home

The employees reported the amount of difficulty they experienced in balancing the demands of home and work. All employees were asked the following question: "Circumstances differ, and some people find it easier than others to combine working with family responsibilities. How easy or difficult is it for you?" Most employees reported that they found it was at least "somewhat easy." When comparing single vs. married employees, married men and women reported a higher percentage of difficulty combining home and work. Women with and without children had a harder time combining family and career than men. (See Appendix L for a tabular summary of the tables). Of the employees reporting difficulty, most were parents--and this was especially true for women. Thirty-seven percent of women employees with children reported some difficulty combining work with family responsibilities. Forty-five percent of the employees separated from their spouses expressed some difficulty in combining work with family responsibilities.

Employees who have children under the age of 6 and earning more than $25,000 total family income reported a significantly greater degree of difficulty combining home and work responsibilities than employees with children over the age of 6. (See Appendix M for a tabular summary of the tables). Parents earning less than $25,000 did not report such an age-related difference. A greater percent of employees earning less than $25,000 did reported a higher degree of difficulty combining home and work responsibilities than employees earning more than $25,000. As seen in Table 5, women with children under 13 reported more difficulty combining home and work than men with children under 13. Men and women

employees with children under the age of 13 who used out-of-home care for their children reported a higher percentage of difficulty combining home and work than employees selecting other child care arrangements. It would appear that women still are principally responsible for managing child care arrangements and as a consequence, have a harder time balancing home and work responsibilities. Women also seem to experience the greatest frustrations in finding suitable child care. (See Composite Data, Appendix C Table 7).

TABLE 5
DIFFICULTY COMBINING HOME AND JOB
FOR EMPLOYEES WITH CHILDREN
UNDER THIRTEEN, BY TYPE OF CARE

Parent	Arrangement	0 100	%	Number
Men	Adult at Home		15%	568
Men	Out of Home		21%	459
Men	Care by Child		11%	303
Women	Adult at Home		30%	210
Women	Out of Home		43%	1218
Women	Care by Child		29%	531

Difficulty Finding Child Care

Employees responded to the question "In your experience, how easy or difficult has it been to find child care arrangements? Overall, 56 percent of the women and 41 percent of the men employees reported difficulty finding child care. It appears that men find it easier, because the greater burden of finding child care falls on the women in the family. This assumption is further demonstrated by comparing married men and women on this variable. (See Appendix N for tabular summary of tables.) Single and married mothers have a greater degree of difficulty finding child care when compared to single or married fathers. Fifty-one

percent of all the employees reported difficulty in finding ch ld care. The highest percentage of difficulty was reported by those wom n (62 percent) who were not currently participating in the day care arket. It is unknown if the women would have selected another form of ca e if it had been adequate and appealing. Men who had been successful n finding child care in the out-of-home market perceived child care as m re difficult to find (50 percent) than men selecting home care by adult (34 percent) and self care by child (43 percent).

Employees' comments also emphasized the concern for findi g different types of child care services. Care for children whc are sick, infant care, and summer care for school age children are the t ree types of child care that appeared to be most in demand. The followi g comments are a sample of parents' expressed needs.

- I'm expecting my first child in April. I would like o continue working. and have been looking for child ca e. I'm looking for child care at this time, and I'm hav ng a very difficult time. Centers are full with waitin lists or are very expensive or are too far from home. The will not take bed babies, etc. I work late many evenings and centers are not open late enough.

- I would like to see better child care facilities arc nd the area. Ones you don't have to drive out of the way t get to. Ones you can trust to leave your kids with. Cheaper prices. Ones that are open when I need to go to work and can be open if I need to go overtime. Ones that my 12-year-old an go to, to have something to do under supervision instead of staying home alone. Ones that will take infants.

- When you travel out of town, it is very difficult to find child care.

- The main problem of child care is what to do when th child is ill. The only alternative the working mother has t to stay home. Day care centers won't take them when th have a fever. Baby sitters who are certified by the stat won't take them with a fever, either. The other problem i summer care for the child over 6. At that age they begin t be real tired of day care; they are simply too old for any more.

- The biggest problem I have observed with child care is the handling of child illness in a two-earner family. This problem is only going to increase in frequency. Each of the parents will miss an excessive amount of worktime unless someone is available to care for the child. The best thing that could be done in the way of innovation in day care would be the creation of day centers designed specifically for ill children.

- One question you didn't ask--but is a real problem...finding summer activities for older children. I don't want my children home alone all day in the summer. There are many good options for the 9-year-old but very little available for the 13-year old. Most programs take children until they are 12 or have completed 8th grade. There is a real need for summer activities.

Finding summer care for school age children has been a concern for many parents. When asked what kind of summer care parents would prefer for their children ages 5 to 12, most parents (34 percent) said that they preferred in-home care for their children. The next highest parental preferences were for center care (26 percent) and neighborhood family home care (20 percent).

Finding affordable child care is also an issue many parents raised. Affordable child care of satisfactory quality is difficult to find as evidenced by the following comments.

- Sometimes child care is unaffordable. A lot of organizations charge so much it may cost 1/3 to 1/2 of your monthly take home pay. Even though their care is good, a person can't afford it.

- My wife stays with our children, in part, because child care costs are too high.

- I have a daughter aged 8 years, who lives with my parents during the week while I work. They live approximately 26 miles from me. So I only see her on weekends. I don't like this arrangement, but I cannot afford child care, plus I'm too paranoid about who takes care of her.

Forty-five percent of the parents reported that they found their

present child care arrangement through a relative, friend or neighbor. When asked if they were going to change child care arrangements, only 8 percent of the employees indicated that they were going to change their child care arrangements. The reasons most often given for changing child care arrangements were (1) the need for something different for summer, (2) the need for a different program for the child, and (3) either the child or parent isn't happy with the care.

Options for When the Child is Sick

Family and child care resources, as well as company policy, affect the employee's actions and options when the child is sick. (See Composite Data Appendix C, Table 5). When children are sick, most men (66 percent) report that their spouse or an older child stays home with the sick child. Women state most often that they take their children to the regular child care arrangement (24 percent) or that their spouse or an older child stays home with the sick child (24 percent).

Company policy directly affects the available options parents have when their children are sick. Fifty percent of the employees report that they use vacation or personal leave to stay home with their children. Only 16 percent of the employees of all companies state that they use sick leave.

Thirteen percent of the men and 4 percent of the women employees report that they are unable to stay home when their children are sick. Company policy combined with lack of child care resources seems to generate a great deal of parental stress when children are sick.

- Although we are allowed to leave if a child is ill, we are made to feel guilty if we do. We are repeatedly asked if there isn't someone else who could pick up the child or if other arrangements couldn't be made. If we are ill and stay home, we are questioned on how our children were cared for. Often we are unable to take our children elsewhere when we

are ill. In saying we are made to feel guilty, I mean that our supervisor (also a woman) usually doesn't speak to the person that had to leave. She will speak to everyone in our department except that person. It is hard enough to leave your child, but in this situation, it makes it even more difficult.

- My greatest difficulty is finding child care when my children are sick. No one wants to care for a sick child - all my friends and relatives work full time. Day care doesn't take a child with a temperature of 99.6 or higher. My employer frowns on days missed because of a sick child, but I often have no other alternative.

- The agony of handling minor childhood illnesses is typified by guilt if a sick day or vacation day is declared while the adult stays home with the child, versus carting the ill child out of the home to a sitter and then worrying about the child during the work day. Such guilt has to be experienced to be appreciated.

- Please, we need help finding back-up people who can come to the homes for a reasonable wage to care for sick children. Infant and preschool care is not sufficient or reliable.

Other studies have examined the problems working parents have when their children are ill. In a research study entitled "Balancing Job and Homelife", Professors Googins and Burden found that no formal arrangements exist when children are sick. Women were six times more likely to stay home with a sick child than male employees, and this accounts for a higher absenteeism rate among parents and especially mothers.

Absenteeism

Absenteeism is also related to child care resources and company policy. There were four kinds of absenteeism examined in this study: (a) days missed, (b) times late, (c) times left work early or left during the day, and (d) interruptions (including calls) while at work. The absenteeism measures were derived from anonymous confidential employee self-reports regarding their activities during the four-week period

immediately preceding the filling out of the survey. Four measures of absenteeism were used: incidence, percent lost, severity and annualized time lost. These measures were developed by the Bureau of Labor Statiscs (Hedges, 1977). They provide participating employers with a useful profile of time loss in their workforce. For example, of all employees surveyed, 26 percent were absent one or more days in the four-week period (incidence). This 26 percent missed an average of 26 days per year (severity). The work force as a whole lost an average of seven days a year (annualized days lost), representing 3 percent of the total number of days that could have been worked (percent loss).

Employees with children were compared with employees without children so that it could be determined if child care was a significant issue in absenteeism. (See Composite Data Appendix C, Tables 1-4). Women are still responsible for arranging child care, dealing with emergencies and managing child-related concerns. Despite the changing character of the female work role, women still bear the brunt of family responsibilities.

It is important to note that absenteeism cannot be automatically equated with loss of productivity. A reasonable amount of employer flexibility in accommodating employees' needs can be associated with high morale and productivity. Employers need to examine personnel policies to see if there is flexibility for the demands placed on women with children, and families in general. All employees have families, and employers cannot avoid absenteeism by not hiring women, because women are too large a proportion of the workforce.

As shown by Table 6, women employees whose children were in

out-of-home care evidenced higher absenteeism than women selecting other child care arrangements. The only exception to this trend was the number of times interrupted at work. Women relying on child self-care had the greatest number of interruptions at work per year. (See Appendix O for tabular tables comparing absenteeism and the type of child care selected.)

The findings of this study are consistent with those of previous studies (Emlen, 1984; Child Care Systems Inc., 1985). Child care is clearly a major source of time lost at the workplace.

TABLE 6
ABSENTEEISM BY TYPE OF CHILD CARE

DAYS MISSED (estimated per year)

Parent	Arrangement	0 20	Average	Number
Men	Adult at Home		4.7	564
Men	Out of Home		5.2	451
Men	Care by Child		5.8	301
Women	Adult at Home		9.3	206
Women	Out of Home		9.97	1106
Women	Care by Child		6.5	522

TIMES LATE (estimated per year)

Parent	Arrangement	0 20	Average	Number
Men	Adult at Home		6.97	561
Men	Out of Home		11.3	452
Men	Care by Child		6.87	302
Women	Adult at Home		11.1	206
Women	Out of Home		18.4	1197
Women	Care by Child		10.2	519

TABLE (cont'd)

TIMES LEFT EARLY (estimated per year)

Parent	Arrangement	0 20	Average	Number
Men	Adult at Home		7.15	559
Men	Out of Home		8.5	302
Men	Care by Child		9.97	450
Women	Adult at Home		10.8	206
Women	Out of Home		11.0	1188
Women	Care by Child		8.2	523

TIMES INTERRUPTED (estimated per year)

Parent	Arrangement	0 100	Average	Number
Men	Adult at Home		31.8	564
Men	Out of Home		36.3	450
Men	Care by Child		34.4	303
Women	Adult at Home		34.0	204
Women	Out of Home		46.7	1190
Women	Care by Child		78.6	513

When relating absenteeism to income level a general pattern emerges. The employee earning the most money appears to have the highest mean rate of absenteeism for all four measures of absenteeism. (See Appendix P for tabular summary of the tables). Employees earning under $10,000 reported the lowest mean absenteeism rates for times late and times interrupted from work. This may be an indication of employers' personnel policies for employees in non-management jobs.

Stress

Women with children reported experiencing more overall stress in life than men with children. Apparently, balancing family and work responsibilities makes life more difficult for women. Job stress and family finances were found to be the greatest sources of difficulty. (See Composite data Appendix C, Table 6).

Although child care wasn't the greatest source of stress, many of the employees' comments related how stressful child care can be.

- My employer is very rigid on attendance and tardiness. My hours are 8-5. My childcare hours are 7-6. I live in Overland Park and commute via I-35. I think my child-care is excellent, but I am limited to 50 minutes to commute on a 45 minutes route. When the weather is bad or there is an accident, I am late. This causes me a great amount of stress. However, I have not found excellent child care on route to work or in Missouri -- closer to downtown.

- Greatest stress on me is wanting to care for my baby myself rather than have her in another woman's care, even though the other woman is excellent.

- If corporate day care were available, I would have nursed my baby instead of spending 40 minutes a day expressing milk. I would much prefer having the children cared for where I could check in during the day. Child care is the worst part of working -- without question.

Four causes of stress -- child care, personal health, job and family finances -- like absenteeism, were significantly related to how families arranged their child care (See Table 7). Women employees with out-of-home child care reported the highest percentage of stress in every area. Men employees with out-of-home child care reported the highest sources of stress in every area except personal health. Employees with out-of-home child care arrangements appear to have more stressful lives than employees selecting other child care arrangements.

TABLE 7
STRESS BY TYPE OF CHILD CARE

CHILD CARE STRESS

Parent	Arrangement	0 100	%	Number
Men	Adult at Home		17%	568
Men	Out of Home		35%	459
Men	Care by Child		22%	303
Women	Adult at Home		38%	210
Women	Out of Home		45%	1218
Women	Care by Child		31%	531

JOB STRESS

Parent	Arrangement	0 100	%	Number
Men	Adult at Home		45%	568
Men	Out of Home		51%	459
Men	Care by Child		43%	303
Women	Adult at Home		51%	210
Women	Out of Home		61%	1218
Women	Care by Child		57%	531

FINANCES STRESS

Parent	Arrangement	0 100	%	Number
Men	Adult at Home		40%	568
Men	Out of Home		44%	459
Men	Care by Child		29%	303
Women	Adult at Home		47%	210
Women	Out of Home		58%	1218
Women	Care by Child		47%	531

PERSONAL HEALTH STRESS

Parent	Arrangement	0 100	%	Number
Men	Adult at Home		23%	568
Men	Out of Home		20%	459
Men	Care by Child		23%	303
Women	Adult at Home		37%	210
Women	Out of Home		38%	1218
Women	Care by Child		33%	531

Objective 2 To develop research profiles to assist Kansas City employers in developing child care and family management options for parent employers.

Data from each company were analyzed and individual company profiles were developed. The profiles included information on general employee characteristics, absenteeism, child care arrangements, options when children were sick, difficulties combining home and school and perceived stress of employees. The project director/researcher wrote an explanation of each table and highlighted certain interesting findings in a summary. The project director and coordinator visited each company and reviewed the research information with the company representatives(s). (A sample profile is included in Appendix D.).

The project coordinator developed an information packet for each company to take on the second visit. The packet included general statistics/information on employer-supported child care, implications of the research findings and child care options for employers. The executive director of Family and Children Services of Kansas City Inc. accompanied the project coordinator on each consultation visit. (A sample consultation packet is included in Appendix E).

After all of the participating companies had been visited twice, representatives of approximately 150 corporations were invited to a meeting where the preliminary findings were presented. In addition, family and Children Services staff met with individual companies to present proposals for the development of a child care benefits package.

An evaluation of the employee child care research profiles was sent to the 21 participating companies. One-third of the companies returned

the evaluation, and all of the respondents felt the information included in the profile was useful in making decisions concerning the corporation's involvement in providing child care resources for employees. (A summary of the evaluations is included in Appendix F).

The project coordinator helped the Family and Children Services of Kansas City Inc. staff develop "Child Care Choices." The "Child Care Choices" program was presented at the corporate meeting to help representatives of corporations know what child care resources were available. (See Appendix G) During visits with corporate representatives, Family and Children Services staff realized that corporate leaders were concerned about equity of services. Not every employee had the same needs, so Family and Children Services staff developed a dependent care benefit package called "Family Care Choices" of which child care was a choice.

NEIGHBORHOOD PROFILES

Objective 3. To construct neighborhood profiles, utilizing the employee survey data to relate market insufficiencies, current supply and demand of child care.

To provide the Kansas City community with pertinent information on the supply and demand for child care, geographic profiles were developed. By combining information from the employee survey, available child care questionnaire, and census data, profiles of 28 areas were formed. The profiles were determined by combining data from adjacent zip codes in the five county area of Metropolitan Kansas City. Twenty-one or two-thirds of the profiles were in Missouri, one-third in Kansas.

The census data included in the profile detailed general population characteristics related to child care and a formula for identifying the potential resources for developing family day care services. (The census

data from the whole Metropolitan Kansas City area are included in Appendix I.) Information about what type of child care employees were using is included with costs of each type of care and the degree of parental satisfaction with each type of care. The available child care questionnaire summary (found in Appendx K) includes the types of child care services offered and openings and enrollment numbers.

Each profile included an explanation of the tables, written by the project director. The project director also wrote a summary of needs and interesting points for each zip code profile. (Sample neighborhood profile included in Appendix H.)

Approximately 400 persons representing social service agencies, funding agencies, the corporate community, child care organizations and the media were invited to a meeting to present the findings of the study. The community representatives were asked to unite in an effort to increase the availability and quality of child care in our community. Family and Children Services of Kansas City Inc. staff also presented the plan for "Child Care Choices".

The geographic profiles were disseminated to all interested parties. Over 60 people have received copies of the profiles to date. Information from the profiles is being used to identify the location of needed child care. These designated areas will be the focus of recruitment and training of new child care providers.

CURRENT CHILD CARE SUPPLY

Objective 4. To obtain current information on the number and location of child care homes, child care centers and the number and ages of children served by the child care market.

To identify the current child care supply a four-page questionnaire suitable for telephone use was designed, and volunteers were enlisted to help make telephone calls to child care providers in day care homes and child care centers. The child care provider survey focused on the type of services presently being offered, licensing status of the home or center, current openings and enrollments, cost of care, staff ratios, and educational and experiential levels of child care providers.

To ensure that the survey was conducted in a uniform and systematic manner, volunteer training sessions were held, and efforts were monitored. Child care providers received a letter explaining the project and encouraging participation two to three weeks before the calls were made. Calls were made in March 1985. (List of providers were obtained from local licensing agencies, early childhood agencies and associations).

More than 1,400 telephone calls were made, and 818 child care providers responded to the survey for a 59 percent response rate. Six percent of the providers refused to participate, 12 percent no longer were in the child care field, and 24 percent could not be reached. Volunteers were instructed to try each provider at least once on three different occasions. Many of the phone numbers were incorrect, or phones had been disconnected.

Of the 818 child care providers who responded to the survey, 32 percent were from child care centers, and 68 percent provided day care in their home. Sixty-six percent were state licensed, 30 percent were state registered, 5 percent were exempt from licensing, and 3 percent were unregulated. (Licensing laws vary in the two states.)

Services and Enrollment Status

Eighty-seven percent of all the child care providers responding to the questionnaire reported that they offered full time-care.* Seventy-three percent of the child care centers sampled and 95 percent of the day-care family homes offer full-time care. As shown by Table 8, a variety of services are offered in the Kansas City community.

TABLE 8
. CHILD CARE SERVICES PROVIDED

Service	%	Number
Full-time care	87%	714
Part-time care	69%	562
Evening care (after 5:00 p.m.)	17%	142
Hourly drop-in	32%	258
Weekend care	12%	98
Before and after school care	63%	514
Summer program	83%	675
Mothers day out	10%	78
Child care for sick children	14%	116
Child care for handicapped children	19%	156
Other	2%	20

Child care providers reported openings for new children as well as present enrollment numbers. Child care openings were reported for all ages of children. The lowest ratio of openings to present enrollment spaces was found at the infant and preschool ages, and the highest ratio was found for school-age and kindergarten-age children. Tables 9 and 10 illustrate the number of center and day care home openings and enrollment figures. Since the total number of child care openings appear to be adequate citywide, it would appear that a more effective system providing parents with information about available child care needs to be

*Full-time care is defined as more than four hours a day.

developed. A more detailed analysis of child care openings by geographic location researched that some specific areas lacked adequate child care for certain ages of children. The supply and demand for child care is very complex and an effective system of resource and referral appears to be only part of the solution.

TABLE 9
CURRENT NUMBER OF FULL-TIME
CHILD CARE OPENINGS AND ENROLLMENTS

Age of Child	Number of Facilities	Openings	Number of Facilities	Actual Enrollment
Infants (0-12 months)	123	240	302	719
Toddlers (12-24 months MO) (12-30 months KS)	160	355	433	1388
Preschool (24 mo - 4 yrs MO) (30 mo - 4 yrs KS)	244	1128	560	6087
Kindergarten (5 years)	110	491	300	1757
School age (6-12 years)	65	368	121	2054

TABLE 10
CURRENT NUMBER OF PART-TIME
CHILD CARE OPENINGS AND ENROLLMENTS

Age of Child	Number of Facilities	Openings	Number of Facilities	Actual Enrollment
Infants (0-12 months)	27	72	42	124
Toddlers (12-24 months MO) (12-30 months KS)	44	111	88	601
Preschool (24 mo - 4 yrs MO) (30 mo - 4 yrs KS)	97	460	215	5286
Kindergarten (5 years)	51	206	91	367
School age (6-12 years)	71	333	270	1709

Staff-child ratios also were reported. For infant and toddlers a mean staff-child ratio of 1-to-5 exists in both centers and day care homes. For preschool-age children a mean ratio of nine children per teacher was reported for child care centers and a mean ratio of 5-to-1 for day care homes. The mean staff-child ratio for kindergarten-age children was 10-to-1 and for school-age children 12-to-1 in centers. The mean staff-child ratio in day care homes never exceeded 6-to-1.

When providers were asked how much they charged for full-time care, the range reported varied according to the age of the child. The range for a 40-hour week varied from a mean of $64 for infant care to a mean of $37 for school-age care.

Part-time care ranged from $1.64 an hour for infants to $1.47 an hour for school-age children. The rates child care providers said they charged were a little higher than the rates employees said they paid. A comparison of home day care providers and child care center providers is included in Appendix J.

EDUCATION AND EXPERIENTIAL LEVEL OF CHILD CARE PROVIDERS

The educational levels of the child care providers were ascertained. The highest educational level for the person who has the major responsibility for a group of children is reported in Table 11. Four percent of the child care providers reported that they did not have a high school diploma. Center providers have higher educational levels than day care home providers. Only 49 percent of center providers, as compared to 74 percent of day care home providers, terminated their education at the end of high school. Only 15 percent of the providers have specialized education in early childhood education. More attention needs to be addressed to the quality of care provided by the homes and center providers. In the Final Report of the National Day Care Study (Vol 1) Children at the Center one recommendation was that..."(P)ersons providing direct care for preschool children should have participated in a specialized child-related education/training program." (p. 160-61). In the above study, formal educational and training programs did seem to have a positive influence on the effectiveness of

providers in caring for children. Therefore, one way to improve the quality of care for children in the Kansas City community is to focus on more specialized child-related educational programs for providers.

When child care providers were asked how many years of experience they had, more than 60 percent of the providers reported more than four years' experience. Thirty-one percent of the home providers reported more than 10 years' experience, whereas only 18 percent of the center providers reported more than 10 year's experience. Child care providers are a committed group but, overall, lack specialized training in early childhood education or child development.

TABLE 11
EDUCATION LEVEL OF CHILD CARE PROVIDER*

Level of Education	%	Number
No High School Diploma	4%	103
High School Diploma	52%	1219
Child Development Associate Credential	3%	71
AA (2 year) degree	4%	101
AA (2 year) degree in Early Childhood Education or Child Development	5%	121
BA or BS in Child Development or Early Childhood Education	5%	120
BA or BS, other	19%	451
MA or MS in Child Development or Early Childhood Education	2%	47
MA or MS, other	2%	53
Ph.D.	.3%	8
MSW — Master of Social Work	.4%	10
RN or LPN — Registered Nurse or Practical Nurse	2%	40
	100%	2344

EXPERIENCE LEVEL OF CHILD CARE PROVIDER

Number of years	%	Number
0-1 year	15%	346
2-3 years	24%	555
4-6 years	25%	582
7-10 years	14%	309
10 + years	22%	491

*Who has major responsibility for the group of children

DEVELOPING RESOURCE AND REFERRAL SERVICES

Objective 5. To coordinate metropolitanwide child care information and referral resources to supply the general public, corporations, and working parents' child care needs.

In 1984 Work/Family Directions of Boston signed a contract with IBM to provide child care resource and referral services to employees nationwide. Family and Children Services was selected by Work/Family Directions to implement services in Kansas City.

Since Kansas City covers a very large geographic area in two states and has a diverse population, the staff of Family and Children Services determined that the best way to provide services to meet the needs of individuals in the community was to spearhead a system which would provide resource and referral on a "grass roots" basis. Family and Children's Services contacted four organizations which were located throughout the five county area to establish a child care resource and referral network. Two of the agencies were already offering services and Family & Children Services has been assisting the other two agencies developing a system to provide resource and referral since that time. The most populated county in the metropolitan area did not have child care resource and referral when the project started. Additional resources were targeted to develop child care resource and referral in this county. A consultant was hired to help identify and recruit new providers. The cooperative child care networking approach enables the local agencies to provide comprehensive child care resource and referral to the general public as well as to corporations and working parents.

Family and Children Services has developed a system to offer enhanced child care resource and referral services to corporations who

wish to provide employees with help in balancing work and family life. By subcontracting with the local resource and referral agencies, Family and Children Services has developed standards and management practices to promote compatibility and cohesiveness among the individual county systems. The major goals of the child care resource and referral system are to 1) improve productivity by reducing the amount of stress working parents experience in dealing with family related matters, 2) improve the quality of child care in metropolitan Kansas City, 3) improve availability of child care.

To measure the effectiveness of this system the following steps will be taken.

Goal: Improve the quality of child care in Metropolitan Kansas City.

(1) Check participant evaluation of workshops and seminars provided to determine if providers felt training was helpful.
(2) Check service records to determine if certification and licensing of providers and facilities has increased.
(3) Ask employee parents if they feel that quality of child care has improved during the time period.

Goal: Improve availability of child care in Metropolitan Kansas City.

(1) Check resource and referral agency files to determine if number of child care providers has increased (i.e., number recruited) during the time period.
(2) Check service records to see how many employees were matched with providers.

Goal: Improve productivity at the workplace by reducing the amount of stress that working parents experience in dealing with family related issues.

(1) Survey employees before service begins and at the end of one year to ascertain difficulty finding and keeping child care, and stress levels.
(2) Examine service records to check levels of utilization by employees using "Child Care Choices."
(3) Interview employees who use "Child Care Choices" to determine satisfaction with service. Employees are called four weeks after initial request to determine if they have found care, if they had any problems with their search, if the information provided was helpful, if the provider information was accurate to their level of satisfaction.

SUMMARY AND OUTCOMES OF PROJECT

The project has been very successful. More than 10 companies have expressed genuine interest in signing contracts with Family and Children Services for child care services. One of the most influential companies in Kansas City has signed a contract with Family and Children Services, and needed child care services are being developed. In addition to establishing child care services for individual companies' employees, the following outcomes were also achieved:

1. The corporate community and the public in general has become more aware of the child care situation in Kansas City.

2. A child care task force has been established to make recommendations to city civic leaders about local child care needs.

3. Child care needs are becoming a community concern, with agencies working together to develop needed child care services.

4. Family and Children Services has become the umbrella agency for the child care community providing a unified attempt to interact with the corporate community.

CONCLUSIONS AND RECOMMENDATIONS FROM THE RESEARCH

In this examination of the data, the conclusions appear to be the same as in the Portland Study.

1. Child care is difficult to find.

2. Child care is a factor that does have an effect on the workplace.

In studying the interdependence and reciprocal impact of families, child care and the workplace, it was found that family structure and ability to arrange child care have a marked effect on absenteeism and perceived stress. Furthermore, company policies and job requirements have a significant impact on families and on employee's ability to work.

Parents are looking for child care that is acceptable, affordable and available. Employees with children have need for help in obtaining such care when community supply is lacking. They also need information about such services as are available so they can make thoughtful decisions. In many cases they need financial assistance to purchase quality child care so that guilt regarding child neglect (engendered by legitimate job requirements) can be assuaged. Employers' policies also must be flexible enough to allow parents have the time to balance the dual responsibilities of family and work. (Freidman, 1983)

The recommendations from this study are to:

1. Improve the quality of services already being provided
2. Develop a resource and referral system, and
3. Create new child care resources only in areas of documented need.

The information from the available child care questionnaire reveals that child care openings exist, and a system needs to be developed to improve the resource and referral services in the metropolitan community. Child Care Choices, a program designed by Family and Children Services to provide and develop needed child care services, has resource and referral information as one of its options. This kind of service needs to be further developed in order to improve the ability of families to find the kind of child care they want their children to have.

Existing child care needs to be enhanced and used by parents. An effort to increase providers' educational levels may increase the desirability of existing care. New child care resources also are needed in certain geographic areas. Careful planning, using the geographic

profiles and available information, will decrease the possibility of duplicating existing services.

The variations in family composition and the complexity of child care arrangements will pose a challenge to community leaders. But if child care problems are to receive an optimum solution, it will take a community effort to improve child care services and family management systems in the metropolitan Kansas City area.

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APPENDIX A
LETTERS AND INVITATIONS TO THE NOVEMBER 1984 MEETING

METROPOLITAN KANSAS CITY CONSORTIUM FOR CHILD CARE

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MEETING THE CHILD CARE NEEDS OF WORKING PARENTS

Featuring

* National Perspective - Gwen Morgan, Co-Director, Work/Family Directions, Wheelcock College, Boston
* Corporate Research in Portland - Dr. Art Emlen, Director, Research Institute for Human Services, Portland State University
* Kansas City's Research Project - Staff, UMKC School of Education and The Living Center Division of Family & Children's Services, Inc.

Please reply by Nov. 20
UMKC School of Education 276-2241

UNIVERSITY OF MISSOURI-KANSAS CITY
SCHOOL OF EDUCATION

Family and Children Services
The Living Center
"the center for family living"

FACT SHEET

Purpose: The purpose of this project is to obtain information on working parents' child care needs, to assist in the development and coordination of a metropolitan-wide child care information and referral system, and to disseminate information to assist employers and community agencies in developing child care and family management resources.

QUESTIONS TO BE ADDRESSED:

- In Kansas City, how do family resources determine child care options? Which employees utilize home resources and which employees enter the day care market, i.e. use family day care homes, day care centers or have someone come to the home?
- Which neighborhoods in Kansas City provide adequate day care? Can the relationship between supply and demand for day care be improved through increased referral programs and the development of new resources in some areas of the city?
- Does lack of dependable day care for certain age groups of children affect the employee's work? If so, to what extent?

APPROACH AND METHOD:

- Confidential surveys will be distributed to 10,000 employees throughout the Metropolitan Kansas City area. The survey has been pre-tested, refined and deals with current child care situations. The findings will reflect existing, effective demand rather than expectations for the future.
- Company profiles will describe relationships between family and child circumstances of employees and absenteeism, work requirements and employment policies.
- Neighborhood profiles measure the current child care market and determine areas in which inefficiencies and other relationships between child care demand and supply.
- Consultation with employers and community planning agencies will focus on policies, options and child care resources that will meet identified needs of particular employee populations.
- Comparative metropolitan and company studies will cover three areas of concern: relationships between supply and demand in the child care market; relationships between family and the workplace; and the roles of family, employer, employee groups; community and government in addressing child care issues.

UNIVERSITY OF MISSOURI-KANSAS CITY
SCHOOL OF EDUCATION

Family and Children Services
The Living Center
"the center for family living"

October 30, 1984

Dear

In a recent Harris Poll, 67% of corporate human resource executives reported they expect to be providing child care services within the next five years. These executives recognize that loyal, productive employees are a firm's most important competitive resource and employees with child care problems often bring them to work.

The need for solutions for working parents has been documented in the Kansas City area. The School of Education, University of Missouri at Kansas City and The Living Center, a division of Family and Children Services of Kansas City, Inc. have received a federal grant to survey the employees of 20 local corporations in order to identify child care needs more specifically. A survey of 10,000 employees and research on existing resources will produce the necessary data to develop corporate and neighborhood profiles that will detail inefficiencies in the child care market. By examining the interdependence of the family, child care needs and current market, and the work place of twenty local companies' employees, we will be able to make better decisions about child care issues within the metropolitan Kansas City area.

You have been identified as a corporate leader who is concerned about the quality of your employees' lives. We invite your company to participate in this important project. We are sending this letter to the CEOs and personnel directors of 200 local companies.

Each corporation participating in the study will receive a profile of its employee child care needs. This information will assist you in deciding which policies and practices to pursue for working parents. The enclosed information page will provide you with additional background on the project.

On November 29, a wine and cheese orientation meeting for corporate executives will be held to discuss how participation in this project will benefit your company. Hallmark Cards, Inc. has agreed to provide a meeting place and refreshments. Our staff will be happy to answer any of your questions at that time.

You will receive an invitation to this meeting early in November. We sincerely hope you will join us. If you have any questions prior to receiving your invitation, please contact Shirley Stubbs at 276-2241.

Sincerely,

George A. Russell

George A. Russell
Chancellor
University of Missouri-
Kansas City

Sincerely,

Oliver W. Gerland

Oliver W. Gerland, Jr.
Executive Director
Family and Children Services of
Kansas City, Inc.

APPENDIX B
SURVEY AND LETTERS TO EMPLOYERS

UNIVERSITY OF MISSOURI-KANSAS CITY
SCHOOL OF EDUCATION

Family and Children Services
The Living Center
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Dear Employee:

Does family income or occupation determine child care options? Which neighborhoods in greater Kansas City are providing adequate child care? Does lack of dependable day care for certain age groups of children affect employees' work? These and other questions will be addressed in a federally funded study being co-sponsored by the School of Education at UMKC and The Living Center Division of Family and Children's Services, Inc. The research will focus on the relationship between identified needs of working parents in the Metropolitan Kansas City area and the current supply of child care that is actually available in individual neighborhoods.

We appreciate your participation in this important project. We need replies from employees who do not have children as well as from working parents. A survey of 15,000 employees of up to 20 different organizations in the Kansas City area and assessment of available child care resources will provide information on working parents' child care needs throughout the metropolitan area. It is hoped that this information will be of assistance in further development of a child care information and referral system and of value to employers and community agencies in developing child care and family management resources if additional need is documented.

Your reply is anonymous and confidential. *Whether or not you are a parent,* answer the questions on page one. If you have children, answer the questions on all four pages. On the back of this letter is a zip code map which will be helpful in answering a couple of our questions.

We need a high rate of return in order to analyze employee child care needs; so *please* return your reply within three working days of receiving it. Seal the survey in the attached envelope and deposit it in the designated container which will be forwarded to Dr. Vartuli at UMKC.

Thank you for making this study possible. If you have any questions about the survey call the project office at 276-2256.

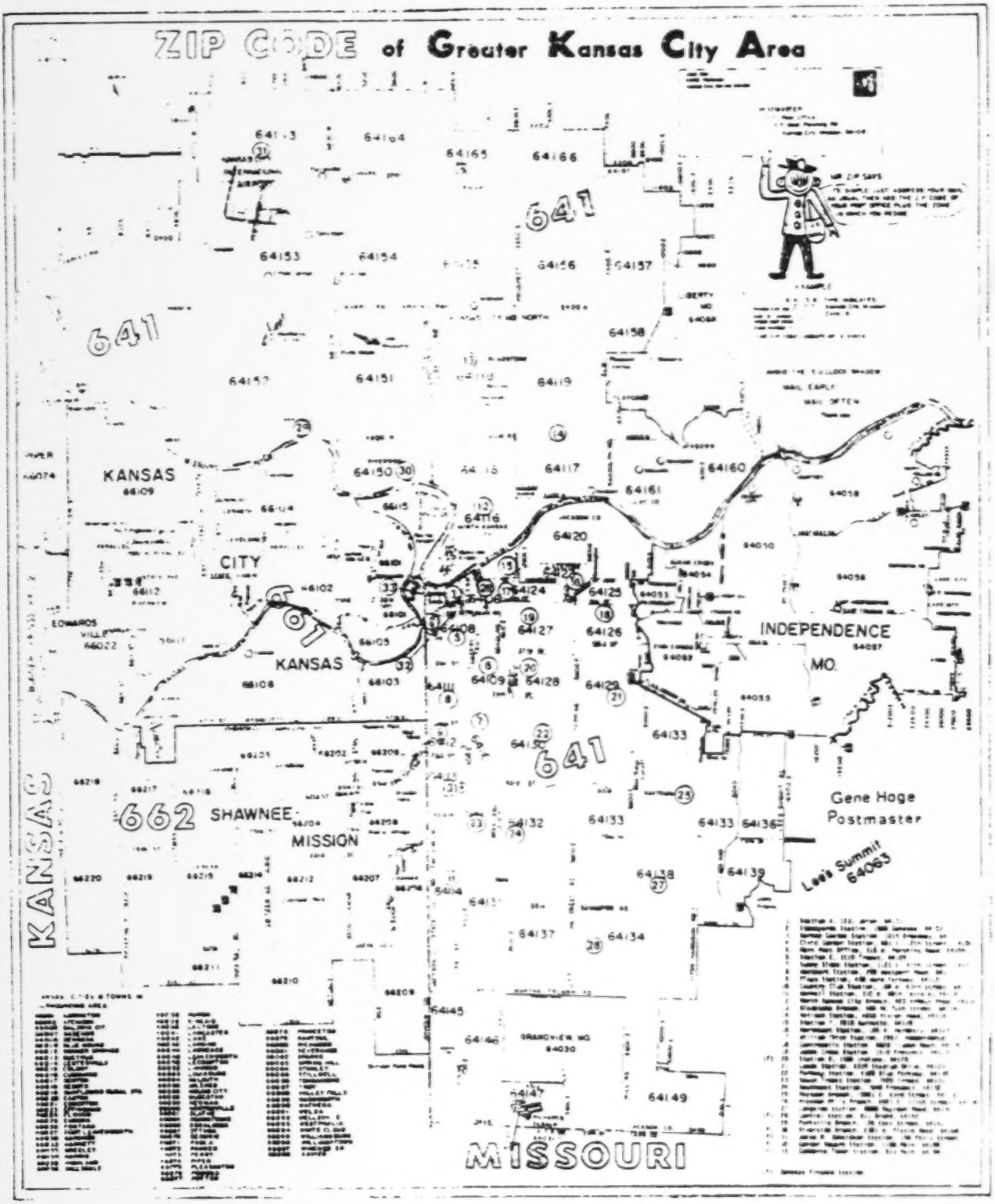
Sincerely,

Sue Vartuli

Sue Vartuli, Ph.D., Co-Director
Metropolitan Childcare Project
School of Education, UMKC

Sue McCord-Belzer

Sue McCord-Belzer, Co-Director
Metropolitan Childcare Project
The Living Center Division of
Family and Children's Services, Inc.



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Family and Children Services
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Employee Survey

Code Number 1-8
Card 1 9

10 13
Date

INSTRUCTIONS: Thank you for participating in our survey. Whether or not you have children living at home, please answer the first twenty-two questions. These questions are for all employees. Please enter the number of your answer to the right of each question in the box provided. All answers are confidential and will not be seen by your employer.

1. Your age? 14 15

2. Your sex? 16
   1. Male
   2. Female

3. Your ethnic background? 17
   1. White
   2. Hispanic
   3. Black
   4. Asian or Pacific Islander
   5. American Indian or Alaskan Native
   6. Other

4. Your occupation? 18 19
   1. Professional or Technical
   2. Managerial or Administrative
   3. Sales
   4. Clerical
   5. Crafts
   6. Service (food, health, cleaning, personal, protection, child care, etc.)
   7. Machine Operator
   8. Transport Operator
   9. Non-Farm Labor
   10. Other

5. Your job title?

6. Your job status? 20
   1. Full-time
   2. Part-time
   3. Job share

7. Do you have flexible work hours? 1. Yes 2. No 21

8. Your job shift? 22
   1. Days
   2. Nights
   3. Swing
   4. Changing
   5. Other

9. The number of hours per week you usually work? 23 24 hours

10. The number of days per week you usually work? 25 days

11. The amount of time it usually takes you to travel one way from home to work? 26 27 minutes

Since the purpose of this survey involves geographical comparisons, we need information about where people live. Most importantly, we need zip codes. In addition, we need a more accurate location in order to compare neighborhoods. Would you please tell us the name or location of your neighborhood. For example, Plaza area, 33rd and Main, Westport, Prescott.

12. The zip code of you home address? 28 32

13. The name or location of your neighborhood?

This questionnaire will not be seen by your employer. We appreciate your frank answers.

14. In the past four weeks:

How many days have you missed work? 33 34 days

How many times have you been late to work? 35 36 times

How many times have you left work early or left during the day? 37 38 times

While at work, how many times have you been interrupted (including telephone calls) to deal with family related matters? 39 40 times

15. Circumstances differ and some people find it easier than others to combine working with family responsibilities. How easy or difficult is it for you? 41
   1. Very easy
   2. Easy
   3. Somewhat easy
   4. Somewhat difficult
   5. Difficult
   6. Very difficult

The following questions relate to the people who live in your household. By "household" we mean the people with whom you share income and family responsibilities. Exclude those with whom you simply split expenses.

16. What is your marital status? 42
   1. Single
   2. Married
   3. Divorced or Marriage Annulled
   4. Separated
   5. Spouse is deceased

17. How many adults (age 18 or over), including yourself, live in your household? 43 44

18. How many of the adults in your household, including yourself, work outside the home? 45 46

19. Is one of the adults your spouse or partner? 1. Yes 2. No 47

Does he or she work outside the home? 1. Yes 2. No 48

20. What is your approximate personal annual gross income? 49
   1. Under $10,000
   2. $10,000 - $14,999
   3. $15,000 - $19,999
   4. $20,000 - $24,999
   5. $25,000 - $29,999
   6. $30,000 - $34,999
   7. $35,000 - $39,999
   8. $40,000 - $49,999
   9. $50,000 or more

21. What is your approximate annual gross income of your family? (Please include child support and any additional monetary support.) 50
   1. Under $10,000
   2. $10,000 - $14,999
   3. $15,000 - $19,999
   4. $20,000 - $24,999
   5. $25,000 - $29,999
   6. $30,000 - $34,999
   7. $35,000 - $39,999
   8. $40,000 - $49,999
   9. $50,000 or more

22. Do you have children (under age 18) living in your household? 1. Yes 2. No 51

If you have no children under 18 living in your household, please stop here and return the questionnaire in the envelope provided. Thank you for participating.

If you do have children under 18 living in your household, please continue.

22. How many children do you have in your household? [52]

23. How many are at each age level?

1. Infant	0-18 months	[53]	4. School-age	6 years-9 years	[56]
2. Toddler	19 months-2 years	[54]	5. Middle school	10 years-13 years	[57]
3. Preschool	3 years-5 years	[55]	6. High school	14 years-18 years	[58]

The following questions ask about the child care arrangements you currently use for any of the children living in your household.

Code Number 1
Card [2]

25. Does an adult member of your household (age 18 or over) take care of any of the children while you are at work? 1. Yes 2. No [10]

If YES, please answer all the questions in the box below. IF NO, please proceed to Question 26.

Is this person?
1. Your spouse or partner
2. Your older child, 18 or older
3. Grandparent
4. Other [11]

What are the ages of the children under 2 years of age cared for by this adult member of your household? [12] months [ ] months [17] months

What are the ages of the children age 2 or older cared for by this adult member of your household? [18] years [ ] years [ ] years [ ] years [27] years

How long have you used this child care arrangement [28] years [31] months

While you are away at work, how many hours a week do you use this arrangement? [32 33] hours

How satisfied are you with this arrangement?
1. Very satisfied
2. Satisfied
3. Mixed feelings
4. Dissatisfied
5. Very dissatisfied [34]

26. Do you have children who look after themselves or are cared for by an older brother or sister (under age 18) while you are at work? 1. Yes 2. No [3]

If YES, please answer all of the questions in the box below. IF NO, please proceed to Question 27.

What are the ages of the children under 2 years of age who care for themselves or are looked after by an older brother or sister? [36] months [ ] months [41] months

What are the ages of the children age 2 or older who care for themselves or are looked after by an older brother or sister?

[42] years [ ] years [ ] years [ ] years [51] years

How long have you used this child care arrangement? [52] years [55] months

While you are away at work, how many hours a week do you use this arrangement? [56 57] hours

How satisfied are you with this arrangement?
1. Very satisfied
2. Satisfied
3. Mixed feelings
4. Dissatisfied
5. Very dissatisfied [58]

27. Does someone come to your home to care for any of the children? 1. Yes 2. No [59]

If YES, please answer all of the questions in the box below. IF NO, please proceed to Question 28.

Is this person a relative? 1. Yes 2. No [60]

What are the ages of the children under 2 years of age who are cared for by someone who comes to your home? [61] months [ ] months [66] months

What are the ages of the children age 2 or older who are cared for by someone who comes to your home? [67] years [ ] years [ ] years [ ] years [76] years

How long have you used this child care arrangement? [77] years [80] months

Code Number 1-8
Card [3] 9

While you are away at work, how many hours a week do you use this arrangement? [10 11] hours

How satisfied are you with this arrangement?
1. Very satisfied
2. Satisfied
3. Mixed feelings
4. Dissatisfied
5. Very dissatisfied [12]

What is the average weekly cost of this arrangement? [13 15] dollars

Do you exchange, trade or barter for some of this child care service? 1. Yes 2. No [16]

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28. Are any of the children cared for in someone else's home? 1. Yes 2. No [ ]

IF YES, please answer all of the questions in the box below.

Is this person a relative? 1. Yes 2. No [18]

What are the ages of the children under 2 years of age cared for in someone else's home?
[19] months [ ] months [24] months

What are the ages of the children age 2 or older cared for in someone else's home?
[25] years [ ] years [ ] years [ ] years [34] years

How long have you used this child care arrangement?
[35] years [38] months

While you are away at work, how many hours a week do you use this arrangement?
[39 40] hours

What is the zip code of this child care arrangement? Please refer to the zip code map on the back of the cover letter, if needed.)
[41 45] zip code

What is the address of this child care arrangment? (We only need the approximate address of cross streets.)

address
city

About how far is it from your home to this child care arrangement?
1. Next door 2. 1 or 2 blocks 3. ¼ mile 4. ½ mile 5. 1 mile 6. 2 miles 7. 4 miles 8. 8 miles 9. Over 8 miles [46]

About how far is it from your work to this child care arrangement?
1. Next door 2. 1 or 2 blocks 3. ¼ mile 4. ½ mile 5. 1 mile 6. 2 miles 7. 4 miles 8. 8 miles 9. Over 8 miles [47]

How satisfied are you with this child care arrangement?
1. Very satisfied 2. Satisfied 3. Mixed feelings 4. Dissatisfied 5. Very dissatisfied [48]

What is the weekly cost of this arrangement?
[49 51] dollars

Do you exchange, trade, or barter for some of this child care service? 1. Yes 2. No [52]

29. Are any of the children cared for in a child care center? (By "child care center" we mean day care centers, nursery schools and before and after-school facilities, but not public kindergarten or elementary school.) 1. Yes 2. No [53]

IF YES, please answer all of the questions in the box below.

What are the ages of the children under 2 years of age cared for in the center or school-based program?
[54] months [ ] months [59] months

What are the ages of the children age 2 or older cared for in the center or school-based program?
[60] years [ ] years [ ] years [ ] years [69] years

How long have you used this child care arrangement?
[70] years [73] months

While you are away at work, how many hours a week do you use this arrangement?
[74 75] hours

What is the zip code of this child care arrangement? Please refer to the zip code map on the back of the cover letter, if needed.)
[76 80] zip code

What is the address of this child care arrangment? (We only need the approximate address of cross streets.)

address
city

Code Number 1-8 Card [4] 9

About how far is it from your home to this child care arrangement?
1. Next door 2. 1 or 2 blocks 3. ¼ mile 4. ½ mile 5. 1 mile 6. 2 miles 7. 4 miles 8. 8 miles 9. Over 8 miles [10]

About how far is it from your work to this child care arrangement?
1. Next door 2. 1 or 2 blocks 3. ¼ mile 4. ½ mile 5. 1 mile 6. 2 miles 7. 4 miles 8. 8 miles 9. Over 8 miles [11]

How satisfied are you with this child care arrangement?
1. Very satisfied 2. Satisfied 3. Mixed feelings 4. Dissatisfied 5. Very dissatisfied [12]

What is the weekly cost of this arrangement?
[13 15] dollars

Do you exchange, trade, or barter for some of this child care service? 1. Yes 2. No [16]

30. Do you have children under the age of 18 that you haven't mentioned above? 1. Yes 2. No [17]

IF YES, please answer questions in the box below. IF NO, please proceed to Question 31.

What are the ages of the children under 18 who you haven't previously mentioned?
[18] [ ] [ ] [ ] [27]

What do they do when you are at work and they are not in school?
1. Children look after themselves.
2. Children attend clubs or formal groups.
3. Neighbors or friend checks on children.
4. School functions (such as sports)
[28] [29] [30] [31]

How satisfied are you with this arrangement?
1. Very satisfied 2. Satisfied 3. Mixed feelings 4. Dissatisfied 5. Very dissatisfied [32]

31. If you have children between the ages of 5 and 12 please indicate your preference for the kind of summer child care you would select when children are not in school.

1. Center Care
2. Neighborhood family home care
3. In-home care
4. Self care
5. Other:

[33]

32. Do you have a child who is handicapped or who requires special child care services? 1. Yes 2. No [34]

(If yes, please circle the age of this child on page 2, question 24.)

When one of their children is sick, employees often have to choose between going to work or staying home. Please answer the following questions about your situation.

33. When one of your children is sick, and you are able to go to work, which of the following is most likely to make it possible?

1. I can take my child to my regular child care arrangement.
2. My spouse or an older child can stay home with the sick child.
3. I bring someone in to care for the child.
4. The child can usually stay home alone.
5. I have another arrangement for emergencies.
6. I take the child to work with me.
7. Other:

[35]

34. When one of your children is sick, and you are able to stay home, which of the following is most likely to make it possible?

1. I use sick leave.
2. I have flexible hours.
3. I use emergency leave.
4. I take a day off without pay.
5. I use vacation or personal leave.
6. I do my work at home.
7. Other:
8. I am not able to stay at home.

[36]

35. In your present position, to what extent do your employer's personnel practices make it easy or difficult for you to deal with child care problems during working hours?

1. Very easy
2. Easy
3. Somewhat easy
4. Somewhat difficult
5. Difficult
6. Very difficult

[37]

36. All together, do your child care arrangements require any extra travel in addition to your travel to and from work? 1. Yes 2. No [38]

If yes, on a daily basis, about how much extra time does your travel for child care add to your daily round trip travel time to and from work? [39] [40] minutes

37. How did you find your present child care arrangement(s)? (Check all that apply.)

1. Co-worker [41]
2. Previous caregiver [42]
3. Neighbor [43]
4. Relative [44]
5. Friend [45]
6. Phone book [46]
7. Newspaper ads [47]
8. Child's school [48]
9. Church or synagogue [49]
10. Information and referral program or other agency [50]
11. Other: [51]

38. How often have you changed child care arrangements in the past 3 months? [52] [53] times

39. Do you plan to change your child care arrangements in the near future? 1. Yes 2. No [54]

40. If you do plan to change your child care arrangements in the near future, which of the following best explain the reasons for the change? (Check all that apply.)

1. My current caregiver is quitting. [55]
2. I need a caregiver closer to home. [56]
3. I need a caregiver closer to work. [57]
4. My child is not happy with the care. [58]
5. I am not happy with the care. [59]
6. I need a different program for my child. [60]
7. I need a caregiver with more flexible hours. [61]
8. I need less expensive care. [62]
9. We will be moving. [63]
10. I won't be working. [64]
11. I need something different for the summer. [65]
12. Other: [66]

41. In your experience, how easy or difficult has it been to find child care arrangements? (Choose one.)

1. Very easy
2. Easy
3. Somewhat easy
4. Somewhat difficult
5. Difficult
6. Very difficult

[67]

42. In your experience, how easy or difficult has it been to continue with child care arrangements? (Choose one.)

1. Very easy
2. Easy
3. Somewhat easy
4. Somewhat difficult
5. Difficult
6. Very difficult

[68]

43. We would like to know whether or not child care is creating any more difficulty, worry, and stress for people than other areas of life. In the last 4 weeks, to what extent have any of the following areas of life been a source of stress to you?

Childcare:
1. No stress at all
2. Hardly any stress
3. Some stress
4. A lot of stress

[69]

Your health:
1. No stress at all
2. Hardly any stress
3. Some stress
4. A lot of stress

[70]

Health of other family members:
1. No stress at all
2. Hardly any stress
3. Some stress
4. A lot of stress

[71]

Family finances:
1. No stress at all
2. Hardly any stress
3. Some stress
4. A lot of stress

[72]

Your job:
1. No stress at all
2. Hardly any stress
3. Some stress
4. A lot of stress

[73]

Family relationships:
1. No stress at all
2. Hardly any stress
3. Some stress
4. A lot of stress

[74]

Please seal your completed questionnaire in the envelope provided.

This survey has been adapted with permission of its author, Arthur C. Emlen, Regional Research Institute for Human Services / Portland State University / PO. Box 751 / Portland, Oregon 97207

APPENDIX C
COMPOSITE DATA TABLES

TABLE 1
DAYS MISSED

	Incidence	% Days Missed	Mean Annualized Days Missed	Severity
MANAGEMENT/PROFESSIONAL				
Men without Children	15%	2%	4.5	28.9
Women without Children	26%	3%	6.5	24.9
Men with Children	16%	2%	4.3	26.5
Women with Children	36%	4%	9.7	27.1
NON-MANAGEMENT/PROFESSIONAL				
Men without Children	20%	3%	6.1	31.0
Women without Children	27%	3%	7.2	26.5
Men with Children	22%	3%	5.9	26.9
Women with Children	35%	4%	8.6	24.3
MARITAL STATUS				
Single	27%	3%	6.4	24.0
Married	24%	3%	6.6	27.1
Divorced	31%	4%	8.3	26.6
Separated	26%	3%	6.6	25.2
Deceased	26%	3%	6.7	25.8
ALL EMPLOYEES (n = 7,967)	26%	3%	6.7	26.27

TABLE 2
TIMES LATE

	Incidence	% Times Late	Mean Annualized Times Late	Severity
MANAGEMENT/PROFESSIONAL				
Men without Children	24%	3%	8.2	33.7
Women without Children	33%	5%	12.1	36.7
Men with Children	27%	4%	9.2	33.3
Women with Children	41%	8%	18.5	44.8
NON-MANAGEMENT/PROFESSIONAL				
Men without Children	22%	3%	6.7	29.8
Women without Children	28%	4%	8.6	30.4
Men with Children	19%	2%	5.0	25.9
Women with Children	38%	6%	13.0	33.8
MARITAL STATUS				
Single	36%	5%	12.3	34.3
Married	28%	4%	9.8	34.7
Divorced	33%	5%	11.1	33.7
Separated	46%	6%	15.6	34.0
Deceased	17%	3%	5.9	34.4
ALL EMPLOYEES (n = 7,967)	30%	4%	10.5	34.49

TABLE 3
TIMES LEFT WORK

	Incidence	% Times Left Work	Mean Annualized Times Left	Severity
MANAGEMENT/PROFESSIONAL				
Men without Children	35%	4%	8.8	25.3
Women without Children	37%	4%	8.7	23.3
Men with Children	39%	4%	10.1	25.6
Women with Children	44%	5%	11.7	26.3
NON-MANAGEMENT/PROFESSIONAL				
Men without Children	19%	2%	5.2	26.9
Women without Children	32%	3%	6.8	21.7
Men with Children	20%	2%	4.3	21.4
Women with Children	42%	4%	9.7	22.9
MARITAL STATUS				
Single	35%	3%	8.4	23.8
Married	36%	4%	8.6	24.1
Divorced	34%	3%	8.0	23.3
Separated	45%	4%	9.3	20.6
Deceased	29%	3%	5.9	20.4
ALL EMPLOYEES (n = 7,933)	35%	4%	8.4	23.81

TABLE 4
TIMES INTERRUPTED

	Incidence	Mean Annualized Times Interrupted	Severity
MANAGEMENT/PROFESSIONAL			
Men without Children	44%	23.4	53.1
Women without Children	45%	24.7	54.6
Men with Children	66%	38.9	59.3
Women with Children	73%	54.8	74.9
NON-MANAGEMENT/PROFESSIONAL			
Men without Children	32%	15.5	48.3
Women without Children	38%	17.7	46.2
Men with Children	48%	19.4	40.8
Women with Children	69%	51.3	74.6
MARITAL STATUS			
Single	37%	17.0	46.5
Married	57%	35.2	61.6
Divorced	55%	37.9	69.6
Separated	69%	41.8	60.4
Deceased	32%	13.8	43.8
ALL EMPLOYEES (n = 7,920)	52%	31.2	59.85

TABLE 5
OPTIONS WHEN CHILDREN ARE SICK

Question: When one of your children is sick, and you are able to go to work, which of the following is most likely to make it possible?

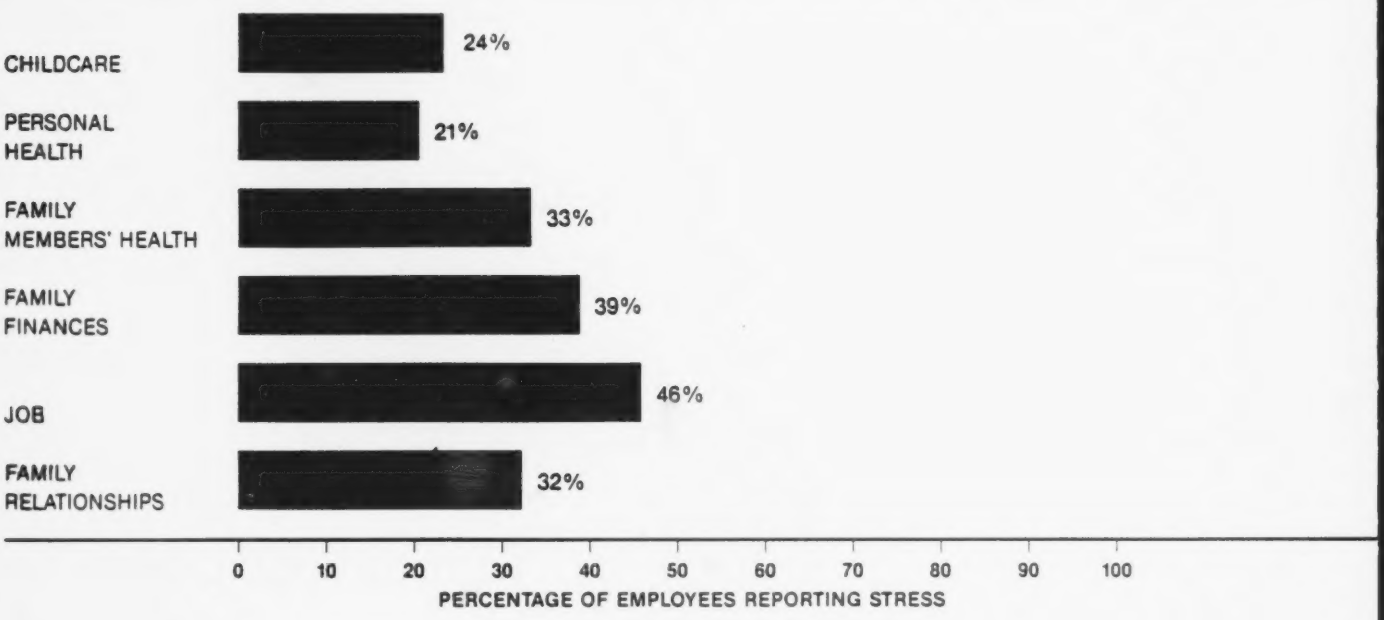
RESPONSES	% Men with Children	% Women with Children	% All Employees with Children
1. I can take my child to my regular child care arrangement.	8%	24%	18%
2. My spouse or an older child can stay home with the sick child.	66%	24%	41%
3. I bring someone in to care for the sick child.	2%	6%	4%
4. The child can usually stay home alone.	12%	18%	16%
5. I have another arrangement for emergencies.	6%	18%	13%
6. I take the child to work with me.	.1%	.3%	.2%
7. Other	5%	10%	8%
	(n = 1,433)	(n = 2,025)	(n = 3,458)

Question: When one of your children is sick, and you are able to stay at home, which of the following is most likely to make it possible?

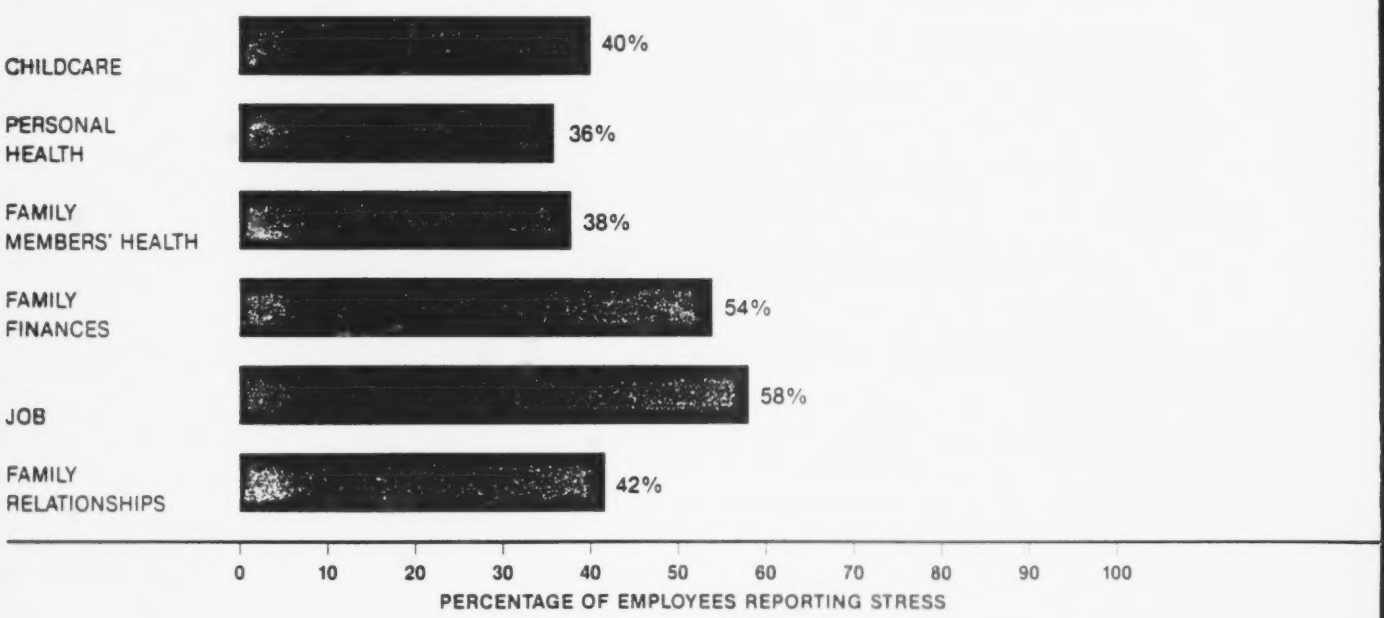
RESPONSES	% Men with Children	% Women with Children	% All Employees with Children
1. I use sick leave.	12%	19%	16%
2. I have flexible hours.	5%	4%	4%
3. I use emergency leave.	2%	.7%	1%
4. I take a day off without pay.	4%	19%	13%
5. I use vacation or personal leave.	52%	49%	50%
6. I do my work at home.	3%	2%	2%
7. Other	9%	3%	6%
8. I am not able to stay at home.	13% (n = 1,409)	4% (n = 2,039)	8% (n = 3,448)

TABLE 6
STRESS RELATED TO CHILD CARE AND OTHER AREAS

MEN WITH CHILDREN



WOMEN WITH CHILDREN



UMKC School of Education

TABLE 7
DIFFICULTIES RELATED TO CHILD CARE AND WORK

Question: Circumstances differ and some people find it easier to combine working with family responsibilities. How easy or difficult is it for you?

RESPONSES	% Men with Children	% Women with Children	% All Employees with Children	% All Employees
1. Very Easy	23%	8%	14%	27%
2. Easy	34%	19%	25%	29%
3. Somewhat Easy	28%	37%	33%	26%
4. Somewhat Difficult	11%	28%	21%	13%
5. Difficult	3%	7%	5%	3%
6. Very Difficult	1%	2%	2%	1%
	(n = 1,466)	(n = 2,061)	(n = 3,527)	(n = 7,829)

Question: In your present position, to what extent do your employer's personnel practices make it easy or difficult for you to deal with child care problems during working hours?

RESPONSES	% Men with Children	% Women with Children	% All Employees with Children
1. Very Easy	19%	16%	17%
2. Easy	26%	20%	23%
3. Somewhat Easy	31%	34%	33%
4. Somewhat Difficult	11%	18%	15%
5. Difficult	8%	7%	7%
6. Very Difficult	6%	5%	5%
	(n = 1,421)	(n = 2,019)	(n = 3,440)

TABLE 7 (cont'd)
DIFFICULTIES RELATED TO CHILD CARE AND WORK

Question: In your experience, how easy or difficult has it been for you to find child care arrangements?

RESPONSES	% Men with Children	% Women with Children	% All Employees with Children
1. Very Easy	23%	9%	15%
2. Easy	14%	12%	13%
3. Somewhat Easy	20%	21%	21%
4. Somewhat Difficult	21%	26%	25%
5. Difficult	13%	17%	16%
6. Very Difficult	7%	13%	11%
	(n = 1,193)	(n = 1,900)	(n = 3,093)

Question: In your experience, how easy or difficult has it been for you to continue with child care arrangements?

RESPONSES	% Men with Children	% Women with Children	% All Employees with Children
1. Very Easy	28%	16%	21%
2. Easy	26%	24%	25%
3. Somewhat Easy	26%	31%	29%
4. Somewhat Difficult	14%	19%	17%
5. Difficult	5%	6%	6%
6. Very Difficult	2%	3%	3%
	(n = 1,168)	(n = 1,879)	(n = 3,047)

TABLE 8
CHILDCARE ARRANGEMENTS OF MALE EMPLOYEES WITH CHILDREN

TYPE OF ARRANGEMENT	All Employees n	%	Males with Children Under 18 yrs. n	%	Males with Children Under 13 yrs. n	Males with Children Under 5 yrs. n	Males with Children Under 2 yrs. n	Mean Satis-faction
CARE AT HOME								
Parent/Partner	1088	26%	726	49%	563	265	182	1.4
Sibling/Self	1026	25%	356	24%	111	12	7	1.9
Relative	67	2%	19	1%	17	7	4	1.8
Non-relative	120	3%	31	2%	31	14	10	1.6
OUT OF HOME CARE								
Relative	315	8%	69	5%	65	34	23	1.7
Non-relative	822	20%	224	15%	218	125	90	1.7
Center	727	17%	206	14%	200	92	53	1.7
# ARRANGEMENTS	4165		1631		1205	549	369	
# FAMILIES	3620		1487		984	438	297	
RATIO ARRANGEMENTS PER FAMILY	1.15		1.10		1.22	1.25	1.24	

NUMBER OF CHILDREN FOR ALL EMPLOYEES

AGE	n	%	AGE	n	%
0 - 18 mths.	689	11%	6 yrs. - 9 yrs.	1331	21%
19 mths. - 2 yrs.	514	8%	10 yrs. - 13 yrs.	1369	22%
3 yrs. - 5 yrs.	1136	18%	14 yrs. - 18 yrs.	1367	21%

TABLE 9
CHILDCARE ARRANGEMENTS OF FEMALE EMPLOYEES WITH CHILDREN

TYPE OF ARRANGEMENT	All Employees n	%	Females with Children Under 18 yrs. n	%	Females with Children Under 13 yrs. n	Females with Children Under 5 yrs. n	Females with Children Under 2 yrs. n	Mean Satis-faction
CARE AT HOME								
Parent/Partner	1088	26%	354	17%	271	125	74	1.8
Sibling/Self	1026	25%	664	32%	254	47	31	2.2
Relative	67	2%	41	2%	39	17	12	2.1
Non-relative	120	3%	53	3%	47	29	20	1.8
OUT OF HOME CARE								
Relative	315	8%	231	11%	212	117	81	1.9
Non-relative	822	20%	552	26%	541	352	225	1.7
Center	727	17%	519	26%	507	199	100	1.9
# ARRANGEMENTS	4165		2414		1871	886	543	
# FAMILIES	3620		2099		1497	714	441	
RATIO ARRANGEMENTS PER FAMILY	1.15		1.15		1.25	1.24	1.23	

NUMBER OF CHILDREN FOR ALL EMPLOYEES

AGE	n	%	AGE	n	%
0 - 18 mths.	689	11%	6 yrs. - 9 yrs.	1331	21%
19 mths. - 2 yrs.	514	8%	10 yrs. - 13 yrs.	1369	22%
3 yrs. - 5 yrs.	1136	18%	14 yrs. - 18 yrs.	1367	21%

PROFILE OF EMPLOYEE CHILD CARE ARRANGEMENTS

TABLE 10

Number of Employees with Children 3984
Number of Children: Under 13 years old 5554 Over 13 years old 1483

CHILD CARE ARRANGEMENTS	
Out-of-Home Care by a Non-relative (Family Day Care)	
Children Under 13 Years Old	n = 1374
	% = 25%
Children Over 13 Years Old	n = 78
	% = 5%
Arrangement 2 or more miles from home	% = 41%
Arrangement 4 or more miles from home	% = 24%
Arrangement 4 or more miles from work	% = 86%
Parental Satisfaction with family day care	Mean = 1.7
	s.d. = .9
Mean Cost	Mean = $37.89
Mean Hours	Mean = 33.30
Cost/40 Hr. Week	Mean = $45.51
Center Care	
Children Under 13 Years Old	n = 1351
	% = 24%
Children Over 13 Years Old	n = 70
	% = 5%
Arrangement 2 or more miles from home	% = 60%
Arrangement 4 or more miles from home	% = 35%
Arrangement 4 or more miles from work	% = 77%
Parental Satisfaction with center care	Mean = 1.8
	s.d. = .9
Mean Cost	Mean = $41.66
Mean Hours	Mean = 30.70
Cost/40 Hr. Week	Mean = $54.28
Care by a Parent/Partner or Other Adult (In-Home Care)	
Children Under 13 Years Old	n = 2033
	% = 37%
Parental Satisfaction with in-home care	Mean = 1.6
	s.d. = .9
Children Over 13 Years Old	n = 372
	% = 25%

TABLE 10 (cont'd)

CHILD CARE ARRANGEMENTS, (cont'd)	
In-Home Care by Someone Not Living In	
Children Under 13 years old	n = 313
	% = 6%
Children Over 13 years old	n = 27
	% = 2%
Parental Satisfaction with in-home care	Mean = 1.8
	s.d. = .9
Mean Cost	Mean = $43.75
Mean Hours	Mean = 22.27
Cost/40 Hr. Week	Mean = $78.58
Sibling or Self Care	
Children Under 13 Years Old	n = 1304
	% = 23%
Parental Satisfaction with sibling or self care	Mean = 2.3
	s.d. = .99
Children Over 13 years old	n = 895
	% = 60%
Parental Satisfaction wi th sibling or self care	Mean = 1.98
	s.d. = .9
Children Not Mentioned Before	
Children Under 13 years old	n = 366
	% = 7%
Parental Satisfaction	Mean = 1.8
	s.d. = .9
Children Over 13 years old	n = 146
	% = 10%
Total	n = 512

Satisfaction Scale for Child Care Arrangements
1. Very satisfied
2. Satisfied
3. Mixed feelings
4. Dissatisfied
5. Very dissatisfied

TABLE 11
RANKED ANNUALIZED DAYS MISSED BY MARITAL STATUS, SEX, TYPE OF CHILD CARE, AGE OF YOUNGEST CHILD AND OCCUPATION

Annualized Days Missed	Marital Status	Management/ Non-management	Age of Youngest Child	Type of Care	Sex	Number
28.0	Single	Management	6 - 9	Outcare	F	6
23.3	Single	Non-management	6 - 9	Outcare	F	16
19.7	Married	Management	6 - 9	Incare	F	28
17.1	Married	Management	10-18	Outcare	M	21
16.3	Married	Management	10-18	Incare	M	28
15.4	Single	Non-management	0 - 5	Incare	F	7
15.4	Married	Management	6 - 9	Selfcare	M	49
14.0	Separated	Non-management	10-18	Selfcare	F	6
14.0	Single	Non-management	0 - 5	Outcare	F	36
13.7	Single	Non-management	0 - 5	Outcare	M	7
12.3	Divorced	Non-management	6 - 9	Outcare	F	35
11.2	Divorced	Management	0 - 5	Outcare	F	15
10.9	Married	Management	0 - 5	Outcare	F	760
10.3	Single	Non-management	10-18	Selfcare	F	14
10.3	Divorced	Non-management	10-18	Incare	F	7
10.1	Married	Non-mongement	0 - 5	Incare	F	19
10.1	Divorced	Non-mangement	0 - 5	Outcare	F	62
10.0	Divorced	Non-management	10-18	Selfcare	F	48
10.0	Separated	Non-management	6 - 9	Outcare	F	6
9.7	Single	Management	0 - 5	Outcare	F	21
9.5	Married	Management	0 - 5	Incare	F	62
9.0	Divorced	Non-management	0 - 5	Incare	F	8
8.9	Married	Non-management	0 - 5	Outcare	F	23
7.2	Separated	Non-management	0 - 5	Outcare	F	10
6.9	Married	Management	0 - 5	Incare	M	49
6.8	Divorced	Non-management	6 - 9	Selfcare	F	16
6.4	Married	Management	6 - 9	Outcare	F	152
6.3	Married	Management	10-18	Selfcare	F	274
6.0	Divorced	Non-management	6 - 9	Outcare	M	6
6.0	Single	Management	10-18	Selfcare	F	10
5.8	Married	Management	10-18	Incare	F	39
5.6	Married	Management	0 - 5	Outcare	M	333
5.5	Married	Management	0 - 5	Selfcare	F	11
5.4	Married	Management	10-18	Outcare	F	31
5.4	Married	Management	6 - 9	Outcare	M	80
5.3	Married	Management	6 - 9	Selfcare	F	61
5.1	Married	Non-management	10-18	Selfcare	F	7
5.1	Deceased	Non-management	0 - 5	Outcare	F	7
4.7	Married	Non-management	10-18	Incare	M	119
4.6	Married	Non-management	0 - 5	Incare	M	261
4.3	Married	Non-management	0 - 5	Outcare	M	50
4.3	Married	Management	10-18	Selfcare	M	230
4.3	Married	Non-management	10-18	Incare	F	14
4.0	Divorced	Non-management	10-18	Outcare	F	9
3.4	Single	Management	0 - 5	Outcare	M	7
3.2	Married	Management	6 - 9	Incare	M	34
1.7	Married	Non-management	6 - 9	Incare	M	87
.8	Married	Non-management	10-18	Selfcare	M	16

APPENDIX D

SAMPLE EMPLOYER PROFILE

UNIVERSITY OF MISSOURI-KANSAS CITY
SCHOOL OF EDUCATION

Family and Children Services
The Living Center
"the center for family living"

METROPOLITAN CHILD CARE PROJECT

EMPLOYEE PROFILE

for

Number of surveys disseminated to employees:	831
Number of surveys completed by employees:	354
Number of surveys used in research:	354
Percentage of workforce used in profile:	42%

TOTAL RETURN FOR ALL COMPANIES

Total number of surveys disseminated to employees:	16,422
Total number of surveys used in research:	8,083
Total percentage of workforce included in profile:	49%

Summary of Tables and Highlights of Profiles

Table 1 General Employee Characteristics

- A higher percentage of minorities are employed by than by other companies surveyed.

- Incomes at are consistent with the total sample.

Table 2 Days Missed

- Women with children exhibited the highest incidence of absenteeism.

Table 3 Times Late

- Trends are very much like the total sample, where women with children were most likely to be tardy.

Table 4 Times Left Work

- The overall incidence of leaving work early is 12% higher than that of the total sample.

- In management and professional positions, women with children have the highest incidence of leaving work early.

- Contrary to the total sample trends, men without children in non-management and professional occupations have the highest incidence of leaving work early.

Table 5 Times interrupted

- For the 20 day period reported, men and women with children reported that they were interrupted at work to deal with family related matters more often than employees without children.

- Single employees were least likely to be interrupted at work to deal with family related matters.

Table 6/7 Child Care Arrangements

- Most women use day care homes as their child care arrangement.

- Men reported that they use an adult member of the household to care for their children.

Table 8 Options When Children Are Sick

- When children are sick, most men employees leave their children with their spouse or an older child.

Table 8 (Continued) Options When Children Are Sick

- Women, on the other hand, are more likely to take their child to the regular child care arrangement when their children are sick.

- Vacation or personal leave were cited by most employees as the factor that makes possible their staying home with their children who are sick.

Table 9 Difficulties Related to Child Care and Other Areas

- 7% of the men and 36% of the women expressed some difficulty combining work with family responsibilities.

- Employer's personnel practices make it difficult for 11% of the men and 32% of the women to deal with child care problems during working hours.

- Finding child care was somewhat difficult for 38% of the men and 58% of the women.

- 20% of the men and 28% of the women found maintaining continuous child care arrangements to be difficult.

Table 10 Stress Related to Child Care and Other Areas

- "Job" was the area of life perceived to be the most stressful for men and women.

- "Child care" ranked last as a source of perceived stress for women.

Sue Vartuli; UMCK-School of Education; June 1985.

TABLE 1
EMPLOYEE CHARACTERISTICS

	Men without Children (n= 61)	Women without Children (n= 153)	Men with Children (n= 27)	Women with Children (n= 112)	All Employees (n= 354)
MEAN AGE	42.44	34.09	40.81	31.95	35.42
% NON-WHITE	11%	15%	15%	20%	16%
PERSONAL INCOME					
% < $15,000	7%	34%	-	30%	25%
% $15-30,000	30%	58%	41%	64%	54%
% > $30,000	63%	8%	59%	6%	21%
FAMILY INCOME					
% < $15,000	5%	11%	4%	9%	9%
% $15-30,000	12%	40%	15%	33%	31%
% > $30,000	83%	49%	81%	58%	60%
MARITAL STATUS					
% Single	26%	42%	4%	12%	27%
% Married	67%	46%	85%	74%	61%
% Spouse Employed	64%	70%	46%	87%	72%
% Spouse Unemployed	36%	30%	54%	13%	28%
% Divorced	5%	9%	12%	12%	9%
% Separated	2%	.7%	-	2%	1%
% Spouse Deceased	-	3%	-	.9%	1%
MANAGEMENT - PROFESSIONAL	87%	39%	82%	36%	50%
JOB STATUS					
% Full-time	100%	98%	100%	98%	99%
% Flex-time	20%	14%	15%	18%	16%
% Day shift	98%	99%	96%	98%	99%
MEAN TRAVEL TIME (minutes)	25.49	28.63	28.37	31.15	28.85
MALES	(n= 88)				
FEMALES	(n= 265)				
EMPLOYEES WITH CHILDREN	(n= 139)	39 %			
EMPLOYEES WITHOUT CHILDREN	(n= 215)	61 %			

TABLE 2
DAYS MISSED

	Incidence	% Days Missed	Mean Annualized Days Missed	Severity
MANAGEMENT/PROFESSIONAL				
Men without Children	16%	.8%	1.9	12.0
Women without Children	35%	3%	7.2	21.0
Men with Children	24%	2%	4.6	19.2
Women with Children	40%	4%	10.8	27.0
NON-MANAGEMENT/PROFESSIONAL				
Men without Children	-	-	-	-
Women without Children	33%	4%	9.6	28.8
Men with Children	20%	1%	2.4	12.0
Women with Children	42%	3%	8.0	19.0
MARITAL STATUS				
Single	37%	3%	8.2	21.9
Married	28%	3%	6.9	24.6
Divorced	35%	3%	6.2	17.5
Separated	25%	2%	6.0	24.0
Deceased	60%	4%	9.6	16.0
ALL EMPLOYEES (n= 347)	32%	3%	7.2	22.8

TABLE 3
TIMES LATE

	Incidence	% Times Late	Mean Annualized Times Late	Severity
MANAGEMENT/PROFESSIONAL				
Men without Children	24%	5%	12.7	53.0
Women without Children	24%	5%	11.6	48.0
Men with Children	14%	10%	24.0	168.0
Women with Children	52%	12%	27.6	52.6
NON-MANAGEMENT/PROFESSIONAL				
Men without Children	29%	21%	49.7	174.0
Women without Children	21%	5%	11.6	54.9
Men with Children	20%	3%	7.2	36.0
Women with Children	33%	6%	13.6	40.7
MARITAL STATUS				
Single	31%	7%	16.6	53.8
Married	25%	7%	16.1	64.8
Divorced	36%	5%	12.7	36.0
Separated	50%	3%	6.0	12.0
Deceased	40%	2%	4.8	12.0
ALL EMPLOYEES (n= 346)	28%	6%	15.5	56.0

TABLE 4
TIMES LEFT WORK

	Incidence	% Times Left Work	Mean Annualized Times Left	Severity
MANAGEMENT/PROFESSIONAL				
Men without Children	48%	4%	10.6	22.0
Women without Children	46%	4%	8.8	19.4
Men with Children	48%	4%	8.6	18.0
Women with Children	61%	7%	16.3	26.5
NON-MANAGEMENT/PROFESSIONAL				
Men without Children	50%	5%	12.0	24.0
Women without Children	45%	4%	9.7	21.6
Men with Children	20%	2%	4.8	24.0
Women with Children	47%	4%	10.4	22.1
MARITAL STATUS				
Single	45%	4%	8.9	19.7
Married	49%	5%	11.4	23.1
Divorced	37%	3%	7.6	20.7
Separated	50%	4%	9.0	18.0
Deceased	75%	6%	15.0	20.0
ALL EMPLOYEES (n= 343)	47%	4%	10.4	21.9

TABLE 5
TIMES INTERRUPTED

	Incidence	Mean Annualized Times Interrupted	Severity
MANAGEMENT/PROFESSIONAL			
Men without Children	54%	25.7	47.6
Women without Children	57%	34.6	60.7
Men with Children	71%	41.7	58.4
Women with Children	81%	68.6	86.3
NON-MANAGEMENT/PROFESSIONAL			
Men without Children	50%	42.0	84.0
Women without Children	54%	31.9	58.5
Men with Children	80%	67.2	84.0
Women with Children	64%	52.1	78.7
MARITAL STATUS			
Single	49%	25.9	52.4
Married	67%	45.3	67.8
Divorced	64%	54.9	85.2
Separated	67%	72.0	108.0
Deceased	60%	24.0	40.0
ALL EMPLOYEES (n= 342)	62%	40.9	66.3

TABLE 6
CHILDCARE ARRANGEMENTS OF MALE EMPLOYEES WITH CHILDREN

TYPE OF ARRANGEMENT	All Employees n	%	Males with Children Under 18 yrs. n	%	Males with Children Under 13 yrs. n	%	Males with Children Under 5 yrs. n	%	Males with Children Under 2 yrs. n	%	Mean Satis-faction
CARE AT HOME											
Parent/Partner	26	17%	13	48%	10	37%	4	15%	4	15%	1.57
Sibling/Self	40	25%	9	33%	5	19%	–	–	–	–	2.13
Relative	2	1%	2	7%	2	7%	1	4%	1	4%	3.00
Non-relative	5	3%	2	7%	2	7%	–	–	–	–	1.00
OUT OF HOME CARE											
Relative	12	8%	1	4%	1	4%	1	4%	1	4%	1.00
Non-relative	41	26%	2	7%	2	7%	–	–	–	–	2.5
Center	31	20%	1	4%	1	4%	–	–	–	–	1.00
# ARRANGEMENTS	157		30		23		6		6		
# FAMILIES	139		27		17		5		5		
RATIO ARRANGEMENTS PER FAMILY	1.13		1.11		1.35		1.20		1.20		

NUMBER OF CHILDREN FOR ALL EMPLOYEES

AGE	n	%	AGE	n	%
0 - 18 mths.	33	13%	6 yrs. - 9 yrs.	55	22%
19 mths. - 2 yrs.	20	8%	10 yrs. - 13 yrs.	44	17%
3 yrs. - 5 yrs.	39	15%	14 yrs. - 18 yrs.	67	27%

TABLE 7
CHILDCARE ARRANGEMENTS OF FEMALE EMPLOYEES WITH CHILDREN

TYPE OF ARRANGEMENT	All Employees n	%	Females with Children Under 18 yrs. n	%	Females with Children Under 13 yrs. n	%	Females with Children Under 5 yrs. n	%	Females with Children Under 2 yrs. n	%	Mean Satis-faction
CARE AT HOME											
Parent/Partner	26	17%	13	12%	10	9%	5	5%	3	3%	1.75
Sibling/Self	40	25%	31	28%	13	12%	2	2%	2	2%	2.28
Relative	2	1%	–	–	–	–	–	–	–	–	–
Non-relative	5	3%	1	.9%	–	–	–	–	–	–	1.00
OUT OF HOME CARE											
Relative	12	8%	10	9%	9	8%	6	5%	5	5%	1.30
Non-relative	41	26%	38	34%	37	33%	24	21%	16	14%	1.68
Center	31	20%	30	29%	30	29%	13	12%	6	6%	1.86
# ARRANGEMENTS	157		123		99		50		32		
# FAMILIES	139		112		86		43		28		
RATIO ARRANGEMENTS PER FAMILY	1.13		1.10		1.15		1.16		1.14		

NUMBER OF CHILDREN FOR ALL EMPLOYEES

AGE	n	%	AGE	n	%
0 - 18 mths.	33	13%	6 yrs. - 9 yrs.	55	22%
19 mths. - 2 yrs.	20	8%	10 yrs. - 13 yrs.	44	17%
3 yrs. - 5 yrs.	39	15%	14 yrs. - 18 yrs.	67	27%

TABLE 8
OPTIONS WHEN CHILDREN ARE SICK

Question: When one of your children is sick, and you are able to go to work, which of the following is most likely to make it possible?

RESPONSES	% Men with Children	% Women with Children	% All Employees with Children
1. I can take my child to my regular child care arrangement.	7%	33%	28%
2. My spouse or an older child can stay home with the sick child.	56%	13%	21%
3. I bring someone in to care for the sick child.	11%	7%	8%
4. The child can usually stay home alone.	7%	14%	13%
5. I have another arrangement for emergencies.	7%	19%	17%
6. I take the child to work with me.	-	-	-
7. Other	11%	14%	13%
	(n = 27)	(n = 110)	(n = 137)

Question: When one of your children is sick, and you are able to stay at home, which of the following is most likely to make it possible?

RESPONSES	% Men with Children	% Women with Children	% All Employees with Children
1. I use sick leave.	11%	12%	12%
2. I have flexible hours.	4%	.9%	2%
3. I use emergency leave.	-	.9%	.7%
4. I take a day off without pay.	-	6%	4%
5. I use vacation or personal leave.	67%	75%	73%
6. I do my work at home.	4%	-	.7%
7. Other	7%	2%	3%
8. I am not able to stay at home.	7%	5%	5%
	(n = 27)	(n = 110)	(n = 137)

TABLE 9
DIFFICULTIES RELATED TO CHILD CARE AND WORK

Question: Circumstances differ and some people find it easier to combine working with family responsibilities. How easy or difficult is it for you?

RESPONSES	% Men with Children	% Women with Children	% All Employees with Children	% All Employees
1. Very Easy	33%	12%	16%	27%
2. Easy	30%	22%	24%	31%
3. Somewhat Easy	30%	30%	30%	26%
4. Somewhat Difficult	7%	28%	24%	13%
5. Difficult	–	6%	4%	2%
6. Very Difficult	–	2%	2%	.6%
	(n = 27)	(n = 109)	(n = 136)	(n = 342)

Question: In your present position, to what extent do your employer's personnel practices make it easy or difficult for you to deal with child care problems during working hours?

RESPONSES	% Men with Children	% Women with Children	% All Employees with Children
1. Very Easy	30%	17%	20%
2. Easy	30%	27%	27%
3. Somewhat Easy	30%	24%	25%
4. Somewhat Difficult	11%	16%	15%
5. Difficult	–	8%	7%
6. Very Difficult	–	8%	7%
	(n = 27)	(n = 109)	(n = 136)

TABLE 9 (cont'd)
DIFFICULTIES RELATED TO CHILD CARE AND WORK

Question: In your experience, how easy or difficult has it been for you to find child care arrangements?

RESPONSES	% Men with Children	% Women with Children	% All Employees with Children
1. Very Easy	39%	10%	15%
2. Easy	4%	15%	13%
3. Somewhat Easy	17%	16%	17%
4. Somewhat Difficult	17%	30%	28%
5. Difficult	17%	15%	16%
6. Very Difficult	4%	13%	11%
	(n = 23)	(n = 104)	(n = 127)

Question: In your experience, how easy or difficult has it been for you to continue with child care arrangements?

RESPONSES	% Men with Children	% Women with Children	% All Employees with Children
1. Very Easy	40%	18%	22%
2. Easy	20%	21%	21%
3. Somewhat Easy	20%	32%	30%
4. Somewhat Difficult	15%	17%	17%
5. Difficult	–	6%	5%
6. Very Difficult	5%	5%	5%
	(n = 20)	(n = 105)	(n = 125)

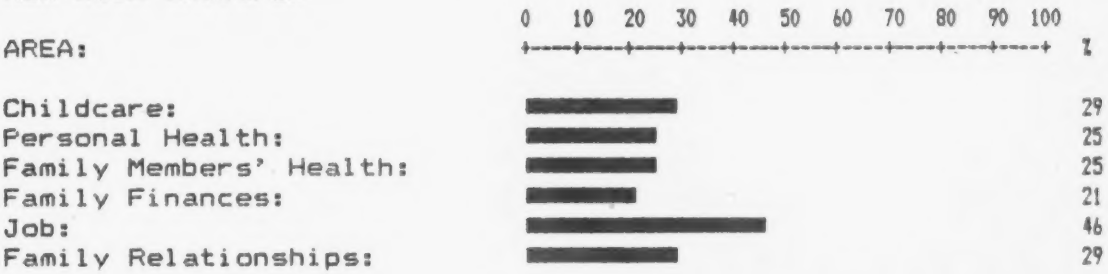
TABLE 10

for

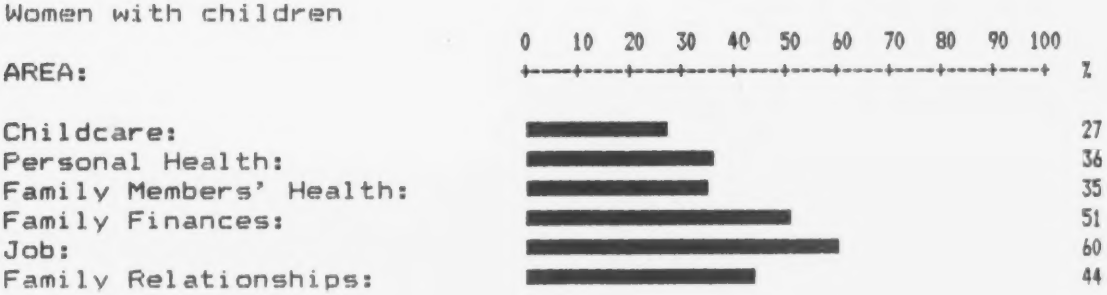
COMPANY #18

STRESS RELATED TO CHILD CARE AND OTHER AREAS

Men with children



Women with children



UMKC School of Education

APPENDIX E

SAMPLE CONSULTATION PACKET

METROPOLITAN CHILD CARE PROJECT
RECOMMENDATIONS
for
CHILD CARE BENEFITS OPTIONS

When making decisions about offering child care benefits, the employer should consider three factors:

1. Management agendas
2. Parent needs
3. Existing community resources

Currently, in the United States, employers are providing four basic categories of benefits to employee-parents; services, information, financial assistance and time.

1. Development of new SERVICES where community supply is lacking

   --Employer may contract with social service agencies to develop new services.

   --Employer may develop on-site child care.

   --Employer may donate money, goods or services to existing providers.

2. Providing the parent-employee with INFORMATION

   --About available child care through Resource and Referral Services.

   --About parent and family issues through the use of noon time or "brown bag" seminars.

3. Providing the parent-employee with FINANCIAL assistance

   --Employer may purchase community services through vendor/voucher systems.

4. Expanding personnel policies to provide TIME for employees to help balance family and work responsibilities/

   --flextime
   --flexplace
   --job sharing
   --sick leave when children are sick
   --part-time employment
   --maternity-paternity leave

Some findings of other studies which may be of interest to you as you make decisions for the future are that:

"Parents prefer care in home neighborhoods and informal arrangements such as family day care. (Rodes and Moore, 1975)

"Parents usually express satisfaction with current arrangements." (Friedman, 1981)

"29% of companies in the United States provide employees with days off when their children are ill. (Catalyst Career and Family Center, 1981)

Parents surveyed by Rodes and Moore (1975) indicated that support services that they would most like to see provided by the government was a "referral system where parents could get information about screened and qualified people and agencies to provide child care."

"A high level of guilt is reported by women who leave their children under someone else's care during the day. (Rodes and Moore, 1975: Whitbread, 1979).

"Child Care costs and standards are more influenced by micro-community standards than is the market for goods; child care in low income neighborhoods will cost less than that provided in a more affluent community. (Rodes and Moore, 1975)

Day care costs range between 9 and 11% of the total family budget and are the fourth largest item for the family. (Morgan, 1980)

Based on what we know about productivity of employees and the results of the current research, we recommend that the management of corporations in the metropolitan Kansas City area consider:

- Offering child care Resource & Referral services to employees (emphasis on the development of resources for infants and school aged children).
- Providing some work-site seminars on such subjects as family relationships, choosing child care, stress management and parenting.
- Reviewing personnel policies to find ways to help employees combine work and family responsibilities.
- Look into the possibility of developing alternatives for child care for sick children.

Shirley M. Stubbs Metropolitan Child Care Project August, 1985

APPENDIX F

EVALUATION OF EMPLOYEE PROFILE

Appendix F

Summary of the Evaluations
of Employee Child Care Profiles

7 Yes 0 No 1. Was the information included in the profile useful in making decisions concerning the corporation's involvement in providing child care resources for your employees?

a. If yes, how was it useful-

- Confirmed our feeling that such involvement was not necessary.
- Providing alternatives that were not previously thought of and showing where problems areas.
- Helpful in defining the issue/problem.
- This was more of an investigation on our part for resource material to have on hand.
- Helpful in developing a flex spending account for child care.
- Information on child care.
  Arrangements
  Care and work
  Difficulties related to child stress related to child care and work.
- Knowing that available child care (quantity) is mostly adequate.

5 Yes 2 No 2. Did the information help to reevaluate the corporation's policies related to child care benefits to employees?

a. If yes, what changes did you make?

- No more on-site consideration considering Family and Children Services.
  "Child Care Choices"
- No major changes are complete.
- None.
- On-going recommendations-no final decisions.
- None.

b. If no, what additional information would have been helpful?

- Prior to the survey, we were researching child care benefits.
- Information was helpful, but no revaluation of policies or implementation of programs has occurred.

6 Yes 0 No 3. Were the personal visits by the project staff helpful in understanding the research process, results and recommendations?

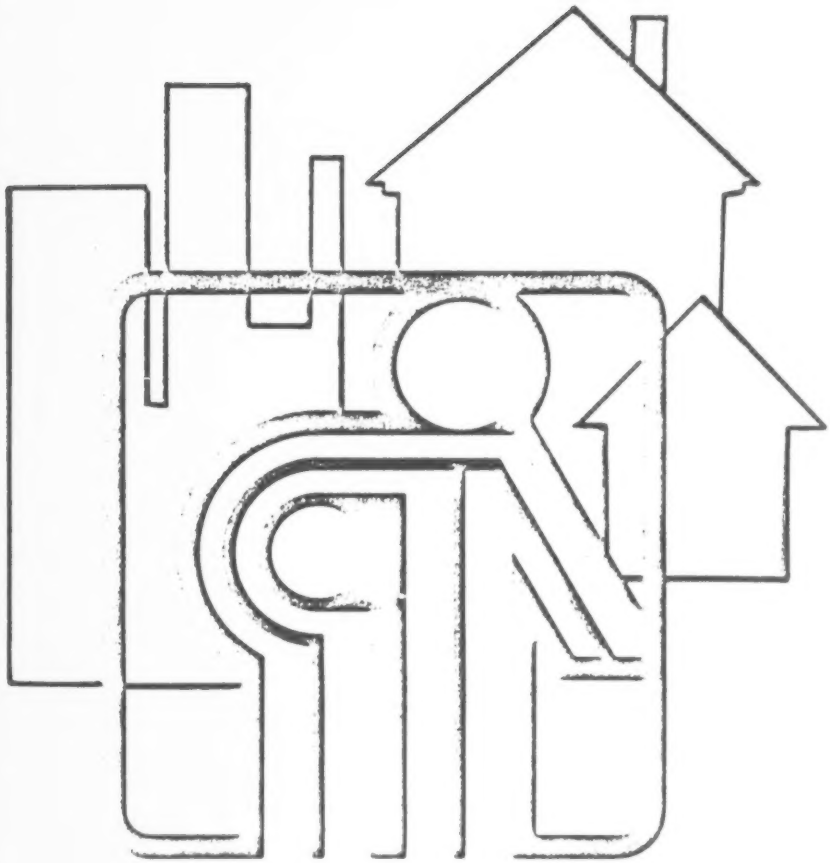
a. If yes, what was most helpful?

- NA.
- Showing relationship between ourselves and other companies-understanding what certain questions involved.

- Explanation of process.
- Their explanations.
- Interpretation of results.
- Understanding the scope of the project.
- Rapport and follow through; mostly the good will, group meetings most informative.

4. General comments and suggestions are appreciated.
   - Thank you for allowing us to participate.
   - An excellent report. We hope to use data to consider any action we may take.
   - Thanks for allowing us to participate.
   - Excellent staff and confidence in scope and integrity of project-esp. Dr. Vartuli.

APPENDIX G
CHILD CARE CHOICES



CORPORATE CHILDCARE:

. . . because children are everybody's business.

FAMILY & CHILDREN SERVICES OF KANSAS CITY INC

CORPORATE CHILDCARE
Why Get Involved?

Mary Smith is a single parent with two children. Her son is three years old and stays with a babysitter each day while Mary is at work. Her daughter is in fifth grade. Every day at the office Mary gets several telephone calls from the boy's babysitter or the daughter when she gets home from school. Mary's employer finds these calls to be disruptive to the workday. Mary doesn't know what else to do.

Over half the women in the work force today have children under six years of age. Whether the mothers are working because they *want* to or because they *must*, this fact has great impact on family life. Of special concern is quality care for young children. Who will take care of the sick baby? What happens when the sitter doesn't show up? What do the older children do when they get home from school?

More and more companies are helping relieve the stress and worry that working parents have regarding their children's care. Businesses are finding that the less their employees have to be concerned about their kids during work hours, the more effective they can be at their jobs.

Studies have shown that when you provide child care assistance, your company will benefit by having

- reduced turnover
- increased productivity
- positive employee morale
- an improved image in the community.

CORPORATE CHILDCARE
Why Work With Us?

The mission of Family and Children Services of Kansas City, Inc. is to "provide human services designed to enable families and individuals of all ages to deal successfully with the continuing changes and challenges that occur throughout the family life cycle."

Family and Children Services cares about children. We work with over 50 agencies on critical child care issues. We have taken the initiative to coordinate child care activities in Kansas City, as demonstrated through the School Age Child Care Project and "PhoneFriend." We can provide access to all community-based child care resources in Kansas City.

Family and Children Services currently manages a child care contract for IBM. In addition, we consult with other major businesses regarding corporate child care options. We have conducted many successful workshops, helping employees and employers to improve communications, deal with stress, and handle other matters that affect both work and home.

We are committed to making quality, affordable child care available to working parents. Corporate involvement in child care issues is an idea "whose time has come."

CORPORATE CHILDCARE
Information Sheet

. . . some statistics and facts!

Bob and Frieda Jones have three children, ages 4, 7 and 11. Since both parents work, they try to take turns with the responsibility of the children, taking them to and from school or day care, or staying home when the children are ill. Frieda's employers gets disgruntled when she has to be away from work to handle children's crises; Bob's employers cannot understand why Bob would want to be involved in child care at all. Bob and Frieda both feel a lot of stress.

60% of all American families experience the conflict that Bob and Frieda feel as dual-career families.

- The number of single parent families has doubled in the last decade.
- The number of working parents with young children has increased steadily. In 1980 over half of two-parent families had mothers in the labor force, and the numbers grow each year.
- By 1990 there will be over 23.3 million children under age six (23% increase from 1980).
- It is projected that by 1990, 10.4 million preschool children and 19.6 million school age children (ages 5-13) will have mothers in the labor force.
- The number of companies that provide child care services has increased dramatically. A growth of 395% was noted between 1978 and 1982 in the number of companies with programs.
- In 1978, 105 company child care centers were identified; by 1982 the number had risen to 415 and included other forms of employer-supported child care services in addition to company centers. These alternatives included
  - child care reimbursement
  - information and referral services
  - family day care homes
  - education programs for parents
  - corporate contributions to community child care programs

By 1985 the number has grown to over 1,800 companies with a child care benefit.

CORPORATE CHILDCARE
What Are Your Options?

Dan Brown and his wife Alice have a brand new baby girl at their house. Alice took maternity leave from a career position to have the child, and although she loves mothering, cannot wait to get back to work. Her employer is concerned as to whether Alice can handle the strain of being a new mother plus the demands of her position. Alice would like to work flexible hours so she can spend more of the morning with the baby and stay later at the office in the evening.

There are many different programs you might consider in assisting employees with child care.

- Flexible personnel policies (flex-time, job-sharing, leave of absence, work at home)
- Information and Referral (computerized reference for convenient day care, pre-schools, and other quality care providers near the home or office
- Financial assistance to help employees with child care fees
- Corporate on-site child care centers
- Information programs on family life given at the workplace (seminars, workshops, lunch-time discussions)
- Collaborating with other companies to provide child care

Further, these options raise a variety of questions regarding

- liability issues
- tax benefits
- start-up costs
- needs assessment and planning.

How does an employer know where to start?

Family and Children Services' Child Care Specialists will provide you with the most current information available about employer support of child care. We will work with you to develop a customized program that can benefit your employees while making a positive difference in the operation of your business.

CORPORATE CHILDCARE
Child Care Choices

If your company contracts with Family and Children Services, what services are provided?

1. Consultation
2. "The Basic Service"
3. "Service Plus" or
4. "A la Carte"

1. CONSULTATION: Child care consultation is available on either one-time, short-term or long-term basis.
2. "THE BASIC SERVICE" includes
   - The Child Care Handbook" for each employee looking for child care
   - Referrals to screened family day care homes and child care centers
   - Follow-up with each employee to determine satisfaction with the service
   - Seminars at the workplace on "The Child Care Tax Credit" and "Choosing Quality Child Care"
   - Four hours a week in-house consultation for parent employees or managers
   - Public relations services to acquaint the personnel departments with CHILD CARE CHOICES
   - Management reports demonstrating program usage, employee satisfaction with service and on-going data collection
   - Referrals to family enrichment programs made available to employees through Family and Children Services Clearinghouse
3. "SERVICE PLUS" includes
   - All of the features described under Basic Service, PLUS
   - Family Day Care homes visited monthly and monitored by F and CS staff
   - Employers pay part of the actual child care cost to Family and Children Services, who then pays the child care provider
   - Payment to providers is contingent on positive evaluation of facility
   - Child Care Center referrals are made only to centers which meet national or state voluntary accreditation standards
   - Clusters of family day care homes will be developed in areas needing such services, staffed by credentialed providers
   - Child Care providers receive training and support from Family and Children Services
4. "A la CARTE" includes
   The employer's selection of any combination of the above services.

APPENDIX H

SAMPLE NEIGHBORHOOD PROFILE

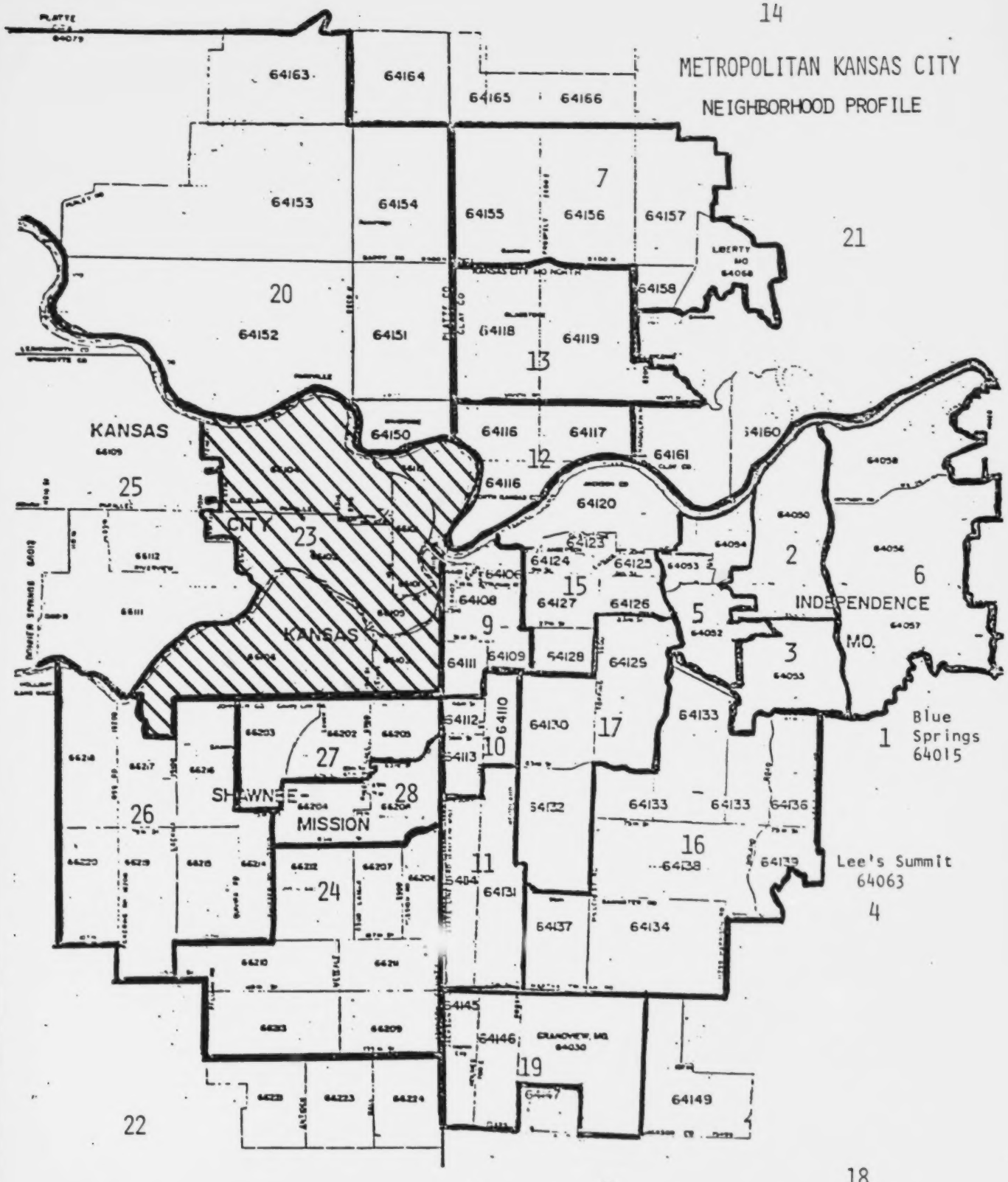
METROPOLITAN

Child Care Project

NEIGHBORHOOD PROFILE FOR ZIP CODE(S)

66101, 66102, 66103, 66104, 66105 & 66106

University of Missouri—Kansas City
School of Education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METROPOLITAN KANSAS CITY
NEIGHBORHOOD PROFILE
64163
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21
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64152
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64118
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LIBERTY MO 64068
13
KANSAS
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INDEPENDENCE
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Blue Springs 64015
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SHAWNEE MISSION
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64122
64133
64133
64136
16
64138
64133
Lee's Summit 64063
11
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64131
64137
64134
4
64145
64146
GRANDVIEW, MO. 64030
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64147
64149
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18

NEIGHBORHOOD PROFILES - EXPLANATIONS AND DEFINITIONS

The neighborhood profiles combine information from three different sources, highlighting a specific geographic location in the Metro Kansas City area. The data included in the profile is from a 1980 census report, a survey of over 8,000 employees describing present child care arrangements and a survey of 818 child care facilities describing present child care services. Each profile describes the present supply of child care services offered and can help community leaders make decisions about where child care is needed to be developed in the Kansas City area.

Census Data

Comparisons can be made between each geographic area and the Metropolitan Kansas City area on general population characteristics and population characteristics related to children. A brief description of the geographic area is given with the number of persons, households and families with children living in that area.

The population characteristics include the number and percentages of residents at various income levels, families living in poverty and non-white residents. The population characteristics related to child care include the number and percentage of children at various age levels, and the numbers of mothers in the labor force. The ratios included indicate the potential demand and resources for family day care. The lower the ratio the higher the number of resources available in that geographic area.

Employee Survey Data

The data from a survey of over 4,000 employees with children describes child care arrangements in each geographic area. Data on five care arrangements have been included: family day care, center care, care by parent/partner or other adult in the home, in-home care by someone not living in the home, and sibling or self care. Information is also included on the difficulties related to child care. Each employee was asked three questions concerning difficulties. One question was "How difficult or easy is it for you to combine work and family responsibilities?" Difficulties for employees finding child care and continuing child care were also tabulated. The difficulty scale used was:

1) Very easy
2) Easy
3) Somewhat easy
4) Somewhat difficult
5) Difficult
6) Very difficult

Changes in child care arrangements during the past three months and in the near future is presented next. The mean extra travel time to work required by child care has been calculated for each profile group is also included.

Each employee was asked how much stress they perceived in five areas of life; child care, personal health, health of other family members, family finances, job and family relations. (The stress scale used was:

1) No stress at all
2) Hardly any stress
3) Some stress
4) A lot of stress

Available Child Care

Child care providers representing 818 facilities responded to a telephone survey describing the types of services they were presently offering and their licensing status. Present enrollment, number of openings, cost of care, and staff/child ratio were reported separately for full and part-time care. Full-time care was defined as more than four hours each day but not including Mother's Day Out programs. Each provider was asked about teacher qualifications and the length of teaching experience. Teachers were defined as having primary responsibility for a group of children.

This information has been compiled so community leaders can make informed decisions about child care resources in the Metropolitan Kansas City area.

Sue Vartuli
UMKC-School of Education
1985

RANGES FOR SELECTED VARIABLES

To help the reader compare figures and percentages the range of selected variables was compiled. Readers can compare selected variables from the individual zip profiles in the twenty-eight neighborhood profiles

	High	Low	Metro Mean
Census Data			
Families with children below poverty line	17%	.9%	5%
Mothers in labor force with children under 6	31%	17%	23%
Mothers in labor force with children 6-17	43%	30%	37%
Ration of $\frac{\text{Mothers in labor force with young children}}{\text{Non-working mothers with older children}}$	2.52	.47	1.30
Ratio of $\frac{\text{Mothers in labor force with young children}}{\text{All non-working mothers}}$	1.19	.28	.57
Children 2 years of age or less	23%	11%	17%
Children 3-6 years of age	22%	15%	18%
Children 7-13 years of age	47%	29%	37%
Children 14-18 years of age	34%	23%	28%
Employee Survey			
Mean Cost of Family Day Care	$72.38	$33.65	$37.89
Mean Cost of Center Care	$74.64	$36.80	$41.66
Children under 13 in Self Care	37%	10%	23%
Children over 13 in Self Care	77%	40%	60%
Difficulty combining work and family responsibilities	35%	12%	17%
Difficulty finding child care	67%	29%	51%
Difficulty continuing child care	38%	12%	26%
Extra travel time required by child care - percent	36%	15%	28%
Extra travel time required by child care - minutes	31.43	17.71	22.53
Stress related to child care	58%	23%	34%
Available Child Care Survey			
Percent of children in Center Care	79%	16%	32%
Percent of children in Family Day Care Home	84%	21%	68%
Cost of Care by Age of Child: Infant	$56.79	$36.71	$48.39
Toddler	$55.00	$26.63	$46.35
Preschool	$51.42	$30.30	$43.42
Kindergarten	$48.00	$31.00	$37.19
School age	$48.00	$25.71	$33.16
Educational Level of Provider			
No high school diploma	21%	0%	4%
High School diploma	59%	21%	52%
Early childhood education	28%	14%	15%

Sue Vartuli, UMKC-School of Education
December, 1985

SUMMARY OF AND RECOMMENDATIONS FOR
GEOGRAPHIC PROFILE FOR ZIPS
66101, 66102, 66103, 66104, 66105, & 66106

Summary

- This urban area has a high percentage of families with children below the poverty line and therefore is a low income area.
- There appears to be sufficient numbers of non-working mothers to develop family day care resources in this area.
- Parents responding to the survey reported a higher degree of difficulty combining work and family, finding child care arrangements and continuing child care when compared to the Metro Kansas City average.
- Parents also reported higher perceived stress in every area when compared to the Kansas City composite.
- Costs for out of home child care were generally lower but center care was reported to be higher than the Kansas City average.
- There was a high percent of child care providers reported with no high school diploma in this area.

Recommendations

- Services to help parents reduce the stress in their lives including finding appropriate child care appears to be needed in this area. Affordable child care arrangements need to be developed and training of providers appears to be needed.

Sue Vartuli
UMKC-School of Education
December, 1985

NEIGHBORHOOD PROFILE FOR ZIP CODE(S) 66101, 66102, 66103, 66104, 66105 & 66106

GEOGRAPHIC AREA

Description of area:

This is an urban area which includes the central city of Kansas City, Kansas, industrial parks, commercial districts as well as residential neighborhoods and suburban developments.

GENERAL POPULATION CHARACTERISTICS - Census Data*

No. Persons: 131,068 No. Households 49,450 No. Families with children 18,833

	Neighborhood		Metro K.C.	
Non-White	N 39,696	30.3 %	N 186,114	14.5 %
Family Income				
< $14,999	N 14,769	42.9 %	N 96,607	27.5 %
$15,000-$24,999	N 10,973	32.9 %	N 104,888	29.9 %
$25,000-$39,999	N 6,890	20.0 %	N 104,515	29.7 %
$40,000-$74,999	N 1,599	4.6 %	N 38,990	11.1 %
> $75,000	N 202	0.6 %	N 6,435	1.8 %
Families with children below poverty line	N 3,598	10.4 %	N 17,415	5.0 %

POPULATION CHARACTERISTICS RELATED TO CHILD CARE

Children	Neighborhood		Metro K.C.	
2 years of age and under	N 6,773	16.6 %	N 70,219	17.2 %
3 - 6 years of age	N 8,091	19.8 %	N 71,934	17.6 %
7 - 13 years of age	N 14,392	35.2 %	N 150,424	36.9 %
14 - 18 years of age	N 11,581	28.4 %	N 115,143	28.2 %
Mothers in labor force				
with children under 6 years of age	N 4,228	23.2 %	N 41,761	23.0 %
with children 6 - 17 years of age	N 5,995	32.9 %	N 66,808	36.8 %

RATIO OF POTENTIAL DEMAND FOR FAMILY DAY CARE TO BEST FIT POTENTIAL RESOURCES

Working mothers with young children / Non-working mothers with older children	= 4,228 / 2,924	1.4	41,761 / 32,183	1.30

RATIO OF POTENTIAL DEMAND FOR FAMILY DAY CARE TO BEST FIT POTENTIAL RESOURCES

Working mothers with young children / All non-working mothers	= 4,228 / 7,975	.53	41,761 / 72,974	.57

UMKC - School of Education

*The Urban Information Center, University of Missouri, 1980 Census

PROFILE OF EMPLOYEE CHILD CARE ARRANGEMENTS FOR ZIP CODE(S) 66101, 66102, 66103, 66104, 66105, & 66106

Number of Employees with Children 224

Number of Children: Under 13 years old 331 Over 13 years old 93

CHILD CARE ARRANGEMENTS

			Neighborhood	Metro K.C.
Out-of-Home Care by a Non-relative (Family Day Care)				
Children Under 13 years Old	(n)	=	64	1374
	%	=	19%	25%
Arrangement 2 or more miles from home	%	=	22%	41%
Arrangement 4 or more miles from home	%	=	14%	24%
Arrangement 4 or more miles from work	%	=	61%	86%
Parental Satisfaction with family day care	Mean	=	1.9	1.7
	s.d.	=	0.99	.9
Mean Cost	Mean	=	$ 37.50	$ 37.89
Mean Hours	Mean	=	34.87	33.30
Cost per 40 Hour Week	Mean	=	$ 43.02	$ 45.51
Center Care				
Children Under 13 years old	(n)	=	65	1351
	%	=	20%	24%
Arrangement 2 or more miles from home	%	=	66%	60%
Arrangement 4 or more miles from home	%	=	41%	35%
Arrangement 4 or more miles from work	%	=	79%	77%
Parental Satisfaction with center care	Mean	=	1.9	1.8
	s.d.	=	0.96	.9
Mean Cost	Mean	=	$ 49.20	$ 41.66
Mean Hours	Mean	=	30.29	30.70
Cost per 40 Hour Week	Mean	=	$ 64.97	$ 54.28
Care by a Parent/Partner or Other Adult (In-Home Care)				
Children Under 13 years old	(n)	=	117	2033
	%	=	35%	37%
Parental Satisfaction with in-home care	Mean	=	1.8	1.6
	s.d.	=	0.9	.9

CHILD CARE ARRANGEMENTS

		Neighborhood	Metro K.C.
In-Home Care by Someone Not Living In			
Children Under 13 years old	(n) =	38	313
	% =	11%	6%
Parental Satisfaction with in-home care	Mean =	2.0	1.8
	s.d. =	0.96	.9
Mean Cost	Mean =	$ 31.15	$ 43.75
Mean Hours	Mean =	24.17	22.27
Cost per 40 Hour Week	Mean =	$ 51.55	$ 78.58
Sibling or Self Care			
Children Under 13 years old	(n) =	66	1304
	% =	20%	23%
Parental Satisfaction with sibling or self care	Mean =	2.4	2.3
	s.d. =	0.97	.99
Children Over 13 years old	(n) =	59	895
	% =	63%	60%
Parental Satisfaction with sibling or self care	Mean =	2.3	1.98
	s.d. =	0.9	.9
Children Not Mentioned Before			
Children Under 13 years old	(n) =	25	366
	% =	8%	7%
Parental Satisfaction	Mean =	1.6	1.8
	s.d. =	0.7	.9
Total Children	(n) =	33	512
	% =	8%	7%

DIFFICULTIES RELATED TO CHILD CARE

		Neighborhood	Metro K.C.
Difficulty combining work and family	Mean =	2.5	2.4
	% =	19%	17 %
	s.d. =	1.2	1.2
Difficulty finding child care arrangements	Mean =	3.6	3.5
	% =	56%	51 %
	s.d. =	1.5	1.5
Difficulty continuing child care	Mean =	2.8	2.7
	% =	33%	26 %
	s.d. =	1.4	1.3
Changes in child care arrangement during the past 3 months	% who have changed =	11%	9 %
Changes in child care arrangement in the near future	% who plan on changing =	28%	21 %
Extra travel time to work required by child care arrangement	% =	30%	28%
	Mean extra time (mins.) =	23.36	22.53

STRESS CREATED BY CHILD CARE AND FIVE OTHER AREAS OF LIFE

Child care	Mean =	2.1	2.0
	% =	38%	34 %
Personal Health	Mean =	2.0	1.9
	% =	38%	30 %
Health of Other Family Member	Mean =	2.2	2.1
	% =	40%	36 %
Family Finances	Mean =	2.6	2.4
	% =	59%	49 %
Job	Mean =	2.5	2.5
	% =	57%	54 %
Family Relationships	Mean =	2.2	2.2
	% =	41%	38 %

PROFILE OF AVAILABLE CHILD CARE FOR ZIP CODE(S) 66101,02,03,04,05, & 66106

TYPE OF CHILD CARE			Neighborhood	K.C. Metro
Center Based Care	(n)	=	42	265
	%	=	39%	32 %
Family Day Care Home	(n)	=	66	552
	%	=	61%	68 %
SERVICES PROVIDED				
Full-time Care	(n)	=	97	714
	%	=	90%	87 %
Part-time Care	(n)	=	70	562
	%	=	65%	69 %
Evening Care (after 5:00 p.m.)	(n)	=	27	142
	%	=	25%	17 %
Hourly Drop-in	(n)	=	33	258
	%	=	31%	32 %
Weekend Care	(n)	=	22	98
	%	=	20%	12 %
Before and After School Care	(n)	=	74	514
	%	=	69%	63 %
Summer Program	(n)	=	91	675
	%	=	84%	83 %
Mother's Day Out	(n)	=	5	78
	%	=	5%	10 %
Sick Child Care	(n)	=	12	116
	%	=	11%	14 %
Handicapped	(n)	=	30	156
	%	=	28%	19 %
Other	(n)	=	-	20
	%	=	-	2 %
LICENSING STATUS				
State Licensed	(n)	=	73	536
	%	=	68%	66 %
State Registered	(n)	=	34	242
	%	=	32%	30 %
Exempt	(n)	=	-	37
	%	=	-	5 %
Unregulated	(n)	=	1	3
	%	=	1%	.4 %

FULL-TIME CARE

Enrollment

	Neighborhood				Metro K.C.			
	Number Facilities	Openings	Number Facilities	Actual Enrollment	Number Facilities	Openings	Number Facilities	Actual Enrollment
Infants (0-12 mos)	28	41	37	68	123	240	302	719
Toddlers (12-24 mos-MO) (12-30 mos-KS)	35	80	66	290	160	355	433	1388
Preschool (24 mos-4 yrs-MO) (30 mos-4 yrs-KS)	33	192	78	687	244	1128	560	6087
Kindergarten (5 years)	22	104	43	192	110	491	300	1757
School Age (6-12 years)	12	36	19	48	65	368	121	1054

Cost of Care

	Mean Cost/40 Hours	Mean Cost/40 Hours
Infant Care	(29) $37.17	$48.39
Toddler Care	(46) $37.94	$46.35
Preschool Care	(54) $37.59	$43.42
Kindergarten Care	(30) $31.83	$37.19
School Age Care	(7) $27.86	$33.16

Staff/Child Ratio

	Mean Staff/Child Ratio	Mean Staff/Child Ratio
Infants	1:5	1:5
Toddlers	1:5	1:5
Preschool	1:6	1:6
Kindergarten	1:8	1:8
School Age	1:8	1:9

PART-TIME CARE

Enrollment

	Neighborhood				Metro K.C.			
	Number Facilities	Openings	Number Facilities	Actual Enrollment	Number Facilities	Openings	Number Facilities	Actual Enrollment
Infants (0-12 mos)	6	8	2	2	27	72	42	124
Toddlers (12-24 mos-MO) (12-30 mos-KS)	7	13	5	93	44	111	88	601
Preschool (24 mos-4 yrs-MO) (30 mos-4 yrs-KS)	12	145	22	402	97	460	215	5286
Kindergarten (5 years)	8	14	12	34	51	206	91	367
School Age (6-12 years)	10	43	36	154	71	333	270	1704

Cost of Care

	Mean Cost/Hour	Mean Cost/Hour
Infant Care	(5) $1.20	$1.64
Toddler Care	(11) $1.27	$1.42
Preschool Care	(18) $1.17	$1.48
Kindergarten Care	(14) $1.29	$1.50
School Age Care	(36) $1.42	-

Staff/Child Ratio

	Mean Staff/Child Ratio	Mean Staff/Child Ratio
Infants	1:4	1:4
Toddlers	1:6	1:6
Preschool	1:8	1:8
Kindergarten	1:9	1:9
School Age	1:9	1:9

PROVIDER QUALIFICATIONS

		Neighborhood	Metro K.C.
Educational Level			
No High School Diploma	(n) =	32	103
	% =	11%	4%
High School Diploma	(n) =	151	1219
	% =	53%	52%
CDA Credential	(n) =	31	71
	% =	11%	3%
AA (2 year) degree	(n) =	10	101
	% =	3%	4%
AA (2 year) degree in ECE or Child Development	(n) =	11	121
	% =	4%	5%
BA or BS in Child Development or ECE	(n) =	13	120
	% =	4%	5%
BA or BS, other	(n) =	28	451
	% =	10%	19%
MA or MS in Child Development or ECE	(n) =	8	47
	% =	3%	2%
MA or MS, other	(n) =	6	53
	% =	2%	2%
Ph.D.	(n) =	-	8
	% =	-	.3%
Master of Social Work	(n) =	-	10
	% =	-	.4%
Registered Nurse or Practical Nurse	(n) =	5	40
	% =	2%	2%
Experience			
0 - 1 years	(n) =	38	346
	% =	13%	15%
2 - 3 years	(n) =	61	555
	% =	21%	24%
4 - 6 years	(n) =	71	582
	% =	24%	25%
7 - 10 years	(n) =	43	309
	% =	15%	14%
10+ years	(n) =	80	491
	% =	27%	22%

UMKC - School of Education, Nov. 1985

APPENDIX I

METROPOLITAN KANSAS CITY PROFILE

GENERAL POPULATION CHARACTERISTICS — Census Data of the Metropolitan Kansas City Area*

No. Persons 1,282,871 No. Households 466,555 No. Families with Children 189,532

	Number	%
% Non-White:	186,114	14.5%
Family income:		
< $14,999	96,607	27.5%
$15,000 - $24,999	104,888	29.9%
$25,000 - $39,999	104,515	29.7%
$40,000 - $74,999	38,990	11.1%
> $75,000	6,435	1.8%
% Families below poverty line	17,415	5.0%

POPULATION CHARACTERISTICS RELATED TO CHILD CARE

Age	Number	%
2 years of age & under	70,219	17.2%
3 - 6 years of age	71,934	17.6%
7 - 13 years of age	150,424	36.9%
14 - 18 years of age	115,143	28.2%

Mothers in labor force	Number
w/children under 6 years of age	41,761
6 - 17 years of age	66,808

TABLE (cont'd)

TABLE 1, (cont'd)

RATIO OF POTENTIAL DEMAND FOR FAMILY DAY CARE TO BEST FIT POTENTIAL RESOURCES:

$$\frac{\text{working mothers w/young children}}{\text{non-working mothers w/older children}} = \frac{41{,}761}{32{,}183} = 1.30$$

RATIO OF POTENTIAL DEMAND FOR FAMILY DAY CARE TO TOTAL POTENTIAL RESOURCES:

$$\frac{\text{working mothers w/young children}}{\text{all non-working mothers}} = \frac{41{,}761}{72{,}974} = .57$$

*The Urban Information Center, University of Missouri

APPENDIX J
CHILD CARE SURVEY COMPARING HOME AND CENTER CARE

	Home		Center	
Kind of Care	552		265	
Licensing Status				
Licensed	318		218	
Registered	234		7	
Exempt			37	
Non-regulated			3	
Service	Number	%	Number	%
Full	522	95%	192	73%
Part	345	63	217	82
Evening	118	22	24	9
Hourly	203	37	55	21
Weekend	83	15	15	6
Before/after	363	66	184	69
Summer	491	89	184	69
Mom	42	8	36	14
Sick	100	18	16	6
Other	109	20	67	25
Ratio	Mean	Range	Mean	Range
Infant	4.8	1-9	4.5	1-9
Toddler	4.9	1-9	5.3	2-9
Preschool	5.1	1-11	9.0	2-56
Schoolage	6.5	2-14	12.0	1-30
Kinder	5.8	1-13	10.4	1-25
Education of Child Care Provider	Home		Center	
High School Diploma	376		843	
Credential	10		61	
AA (2 yr.) degree	39		61	
AA (2 yr.) in ECE	7		114	
BA or BS	10		110	
BAECE	44		407	
MAECE	3		47	
MA	8		63	
PhD	1		7	
MSW	3		7	
RN	6		34	
	467		1754	
Experience of Child Care Provider				
1 yr	80		266	
2-3	120		435	
4-6	127		415	
7-10	72		237	
over 10	76		304	
	475		1657	

APPENDIX K

CURRENT CHILD CARE SERVICES DATA INTAKE FORM

No. ☐☐☐☐ Date _____

Address _____ ☐☐☐☐☐

No. Street City State Zip

Is the provider willing to participate? (Yes = 1 No = 2) ☐

A. KIND OF CHILD CARE (mark one) ☐

1. Center Based Care (care not in a home)
2. Family day care home
3. Provider in child's home

B. LICENSING STATUS (mark with appropriate no.) ☐

State Licensed — 1
State Registered — 2
Exempt — 3
Unregulated — 4

C. SERVICES PROVIDED (mark all boxes) (Yes = 1 No = 2)

Full-time care (over 20 hrs./wk.) ☐
Part-time care (under 20 hrs./wk.) ☐
Evening care (after 5:00 p.m.) ☐
Hourly/drop-in ☐
Weekend care ☐
Before/after school care ☐
Summer program ☐
Mom's Day Out ☐
Sick child care ☐
Other, please specify _____ ☐

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D. ENROLLMENT NUMBERS (Part-time)

	Openings	Actual
Infants (0-12 months)	☐☐☐	☐☐☐
Toddlers (12-24-months — Mo.) (12-30-months — Ks.)	☐☐☐	☐☐☐
Preschool (24 mth.-4 yrs. — Mo.) (30 mth.-4 yrs. — Ks.)	☐☐☐	☐☐☐
Kindergarten (5 yrs.)	☐☐☐	☐☐☐
School Age (6-12 yrs.)	☐☐☐	☐☐☐

E. STAFF/CHILD RATIO

Infants	1 staff to ☐☐ children
Toddler	1 staff to ☐☐ children
Preschool	1 staff to ☐☐ children
Kindergarten	1 staff to ☐☐ children
School Age	1 staff to ☐☐ children

F. COST OF CARE

Category

Hourly rate — 1

No. of Days _____

Hours per session _____

Fees _____

Cost (to nearest $)

Infant care	☐☐☐
Toddler	☐☐☐
Preschool	☐☐☐
Kindergarten	☐☐☐
School Age	☐☐☐
Handicapped	☐☐☐
Sick child care	☐☐☐

FULL TIME CARE

D. ENROLLMENT NUMBERS (Full Time Equivalent)

	Openings	Actual
Infants (0-12 months)	☐☐☐	☐☐☐
Toddlers (12-24-months — Mo.) (12-30-months — Ks.)	☐☐☐	☐☐☐
Preschool (24 mth.-4 yrs. — Mo.) (30 mth.-4 yrs. — Ks.)	☐☐☐	☐☐☐
Kindergarten (5 yrs.)	☐☐☐	☐☐☐
School Age (6-12 yrs.)	☐☐☐	☐☐☐

E. STAFF/CHILD RATIO

Infants	1 staff to ☐☐ children
Toddler	1 staff to ☐☐ children
Preschool	1 staff to ☐☐ children
Kindergarten	1 staff to ☐☐ children
School Age	1 staff to ☐☐ children

F. COST OF CARE

Categories (fill in only one)

- Hourly rate — 1
- Daily rate — 2
- Weekly rate (5 days) — 3
- Monthly rate — 4

	Cost category	Cost (to nearest $$)
Infant care	☐	☐☐☐
Toddler	☐	☐☐☐
Preschool	☐	☐☐☐
Kindergarten	☐	☐☐☐
School Age	☐	☐☐☐
Handicapped	☐	☐☐☐
Sick child care	☐	☐☐☐

G. PROVIDER QUALIFICATIONS

How many groups of children (classrooms) are in your facility? ☐☐

How many providers in your facility have the following education/training? (List the highest level for each provider). Provider is defined as the person who has the major responsibility for the group of children.

1. No High School Diploma (GED) ☐☐
2. High School Diploma ☐☐
3. CDA Credential ☐☐
4. AA (2 year) degree ☐☐
5. AA (2 year) degree in ECE or Child Development ☐☐
6. BA or BS in Child Development or ECE ☐☐
7. BA or BS (Elementary, liberal arts, secondary, other) ☐☐
8. MA or MS in Child Development or ECE ☐☐
9. MA or MS, other ☐☐
10. Ph.D. ☐☐
11. MSW ☐☐
12. RN or LPN ☐☐

How many providers in your facility have the following years experience in child care?

1. 0-1 year ☐☐
2. 2-3 yr. ☐☐
3. 4-6 yr. ☐☐
4. 7-10 yr. ☐☐
5. 10 + yr. ☐☐

H. Are you aware of the resource and referral agencies in Kansas City? ☐

Yes — 1 No — 2

Would you like for us to forward information about your facility to the resource and referral agency in your area? ☐

Yes — 1 No — 2

(If yes fill in the following)

Name of Facility _____

Contact person for facility _____

Phone _____

APPENDIX L
DIFFICULTY COMBINING WORK WITH FAMILY RESPONSIBILITIES BY MARITAL STATUS

Difficulty Combining Work with Family Responsibilities		Marital Status Men Single	Married
Easy	Actual	909	2574
	Expected	843	2640
Moderate	Actual	320	1262
	Expected	383	1199
Difficult	Actual	37	129
	Expected	40	126
Chi-Square = 20.78	D.F. = 2	p = 0.0000	

Difficulty Combining Work with Family Responsibilities		Marital Status Women Single	Married
Easy	Actual	2019	2028
	Expected	1715	2332
Moderate	Actual	1286	2415
	Expected	1569	2132
Difficult	Actual	160	267
	Expected	181	246
Chi-Square = 185.94	D.F. = 2	p = 0.0000	

Difficulty Combining Work with Family Responsibilities		Marital Status Married Women	Men
Easy	Actual	2028	2574
	Expected	2499	2103
Moderate	Actual	2415	1262
	Expected	1996	1681
Difficult	Actual	267	129
	Expected	215	181
Chi-Square = 413.49	D.F. = 2	p = 0.0000	

Difficulty Combining Work with Family Responsibilities		Marital Status Single Women	Men
Easy	Actual	2019	909
	Expected	2145	784
Moderate	Actual	1286	320
	Expected	1176	430
Difficult	Actual	160	37
	Expected	144	53
Chi-Square = 72.11	D.F. = 2	p = 0.0000	

APPENDIX M
DIFFICULTY COMBINING WORK WITH FAMILY RESPONSIBILITIES BY INCOME LEVEL AND AGE OF CHILD

Difficulty Combining Work with Family Responsibilities		Income Level									
		Under 10000		10000-14999		15000-19999		20000-24999		25000-29999	
		Age of Child		Age of Child		Age of Child		Age of Child		Age of Child	
		Under 6 yr	Over 6 yr	Under 6 yr	Over 6 yr	Under 6 yr	Over 6 yr	Under 6 yr	Over 6 yr	Under 6 yr	Over 6 yr
Easy	Actual	16	19	25	59	51	85	70	130	69	176
	Expected	18	18	32	52	44	92	68	132	89	156
Moderate	Actual	41	39	80	117	77	174	110	220	138	196
	Expected	40	40	75	122	82	169	113	217	121	213
Difficult	Actual	2	1	12	14	14	35	19	33	15	20
	Expected	1.5	1.5	10	16	16	33	18	34	13	22
		Chi Sq = .640 DF = 2 p = .7260		Chi Sq = 3.717 DF = 2 p = .156		Chi Sq = 2.271 DF = 2 p = .321		Chi Sq = .293 DF = 2 p = .863		Chi Sq = 11.315 DF = 2 p = .0035	

Difficulty Combining Work with Family Responsibilities		Income Level							
		30000-34999		35000-39999		40000-49999		50000 and Over	
		Age of Child		Age of Child		Age of Child		Age of Child	
		Under 6 yr	Over 6 yr	Under 6 yr	Over 6 yr	Under 6 yr	Over 6 yr	Under 6 yr	Over 6 yr
Easy	Actual	92	253	61	216	101	401	80	469
	Expected	114	232	91	186	146	356	146	404
Moderate	Actual	150	248	153	242	216	390	228	458
	Expected	131	267	130	266	176	430	182	504
Difficult	Actual	19	31	23	28	27	47	41	41
	Expected	17	34	17	34	22	53	22	60
		Chi Sq = 10.793 DF = 2 p = .0045		Chi Sq = 24.42 DF = 2 p = .0000		Chi Sq = 34.154 DF = 2 p = .0000		Chi Sq = 79.335 DF = 2 p = .0000	

APPENDIX N
DIFFICULTY FINDING CHILD CARE BY MARITAL STATUS

Difficulty Finding Child Care		Marital Status-Men Single	Married
Easy	Actual	54	729
	Expected	54	729
Moderate	Actual	63	832
	Expected	62	834
Difficulty	Actual	27	389
	Expected	29	387
Chi Sq = .134 DF = 2 p = .935			

Difficulty Finding Child Care		Marital Status Married Women	Men
Easy	Actual	216	54
	Expected	235	35
Moderate	Actual	453	63
	Expected	450	66
Difficulty	Actual	310	27
	Expected	294	43
Chi Sq = 19.593 DF = 2 p = .0001			

Difficulty Finding Child Care		Marital Status-Women Single	Married
Easy	Actual	216	506
	Expected	211	511
Moderate	Actual	453	1138
	Expected	464	1127
Difficulty	Actual	310	733
	Expected	304	739
Chi Sq = .72317 DF = 2 p = .6966			

Difficulty Finding Child Care		Marital Status Single Women	Men
Easy	Actual	506	729
	Expected	678	557
Moderate	Actual	1138	832
	Expected	1082	888
Difficulty	Actual	733	389
	Expected	616	506
Chi Sq = 152.615 DF = 2 p = .0000			

APPENDIX O
ABSENTEEISM RELATED TO TYPE OF CHILD CARE ARRANGEMENT

Days Missed Child Care Arrangement	Mean Days Missed	Std. Dev.	Cases
Adult in Home	2.467	2.867	257
Self Care	1.929	1.716	392
Someone Comes to Home	1.875	.875	56
Child Goes to Other Home	2.121	2.106	555
Child Care Center	2.053	2.184	474
Not Mentioned Above	2.055	1.64	127
$F(5,1855) = 2.24$, $p < .05$, $\xi^2 = .006$			

Times Late Child Care Arrangement	Mean Times Late	Std. Dev	Cases
Adult in Home	2.538	2.852	290
Self Care	2.804	3.021	378
Someone Comes to Home	2.844	3.506	64
Child Goes to Other Home	3.283	3.045	591
Child Care Center	3.430	3.614	519
Not Mentioned Above	3.239	2.719	117
$F(5,1953) = 4.1105$, $p < .0010$, $\xi^2 = .0104$			

Times Left Work Early Child Care Arrangement	Mean Times Left Work	Std. Dev	Cases
Adult in Home	2.117	2.636	376
Self Care	2.011	2.126	475
Someone Comes to Home	2.320	3.193	75
Child Goes to Other Home	2.036	1.973	691
Child Care Center	1.981	1.677	581
Not Mentioned Above	1.922	1.995	154
$F(5,2346) = .5641$, $p < .7276$, $\xi^2 = .0012$			

Times Interrupted by Calls Child Care Arrangement	Mean Times Interrupted	Std. Dev	Cases
Adult in Home	4.353	5.656	640
Self Care	7.312	10.798	963
Someone Comes to Home	5.964	6.649	112
Child Goes to Other Home	5.124	6.220	1036
Child Care Center	5.366	6.494	808
Not Mentioned Above	5.192	10.285	255
$F(5,3808) = 13.254$, $p < .000$, $\xi^2 = .017$			

APPENDIX P
ABSENTEEISM RELATED TO INCOME LEVEL

Absenteeism		Income Level								
		Under-10000	10000-14999	15000-19999	20000-24999	25000-29999	30000-34999	35000-39999	40000-49999	50000-and over
Days Missed	Mean	2.370	2.121	2.273	1.846	1.846	2.169	2.014	2.224	2.257
	Std.Dev.	2.520	1.720	2.600	1.417	1.248	2.150	1.680	2.990	2.146
	Cases	54	149	183	214	214	213	219	321	350
		$F(8,1908) = 1.429$, $p < .1791$, $\xi^2 = .0060$								
Times Late	Mean	2.061	2.547	3.006	2.522	3.565	2.995	3.317	3.119	3.374
	Std.Dev.	1.044	1.844	3.281	2.163	3.622	3.475	3.105	3.317	3.510
	Cases	65	161	172	184	207	202	205	394	414
		$F(8,1995) = 3.3938$, $p < .0007$, $\xi^2 = .0134$								
Times Left Work Early	Mean	1.839	1.869	2.163	1.842	2.031	1.817	1.746	2.182	2.224
	Std.Dev.	1.398	1.239	1.919	2.043	2.327	1.344	1.218	2.528	2.471
	Cases	56	122	190	209	228	268	287	466	607
		$F(8,2424) = 2.414$, $p < .0135$, $\xi^2 = .0079$								
Times Inter-rupted by Calls	Mean	2.968	4.955	5.795	5.879	6.660	5.020	4.883	5.676	5.714
	Std.Dev.	2.567	7.889	9.476	8.131	11.053	7.004	5.300	7.494	7.609
	Cases	62	178	292	354	365	506	469	791	956
		$F(8,3964) = 2.798$, $p < .0043$, $\xi^2 = .0043$								

APPENDIX Q
SAMPLE INVITATION AND CORPORATE INTEREST SURVEY FOR AUGUST 22, 1985 MEETING

The Metropolitan Child Care Project

staff invites you to attend the

Presentation of Research Results on

"Meeting the Child Care Needs of Working Parents
in the Kansas City Community"

and

Introduction to "Child Care Choices"

August 22, 1985

4 - 6 p.m.

School of Education - UMKC

Room 118

Wine & cheese reception immediately following
Please reply by August 16. 276-2256

METROPOLITAN CHILD CARE PROJECT

Corporate Interest Survey
August 22, 1985

_____ We are interested in having our company's employees surveyed and a company profile developed to assist us in making decisions about child care benefits. Please contact us with more information.

_____ We are interested in exploring "Child Care Choices" as a benefit for our employees. Please contact us with more information.

_____ We are interested in having our company's employees surveyed and a company profile developed to assist us in making decisions about child care benefits, but we wish to confer with others in our company before making a decision. Please contact us in two weeks to see where we are.

_____ We are interested in exploring "Child Care Choices" as a benefit for our employees but wish to confer with others in the corporation before making a decision. Please call us in two weeks to see where we are.

_____ Thank you, but we are not interested in exploring child care benefits at this time.

_____ We would like to be invited to the community meeting in November.

Name _____

Title _____

Representing _____

Phone _____

The contact person for our company is _____

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